

6094

AGREEMENT

Between

**SOUTHERN CALIFORNIA
EDISON COMPANY**

and

IBEW, LOCAL 47

Updates

**Included are 2007 and 2008
updates to the
Exhibit A and non-wage
monetary items.**

**If you have any questions,
please contact Labor Relations
at PAX 25231.**

Thank you.

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**AGREEMENT
THREE YEAR GENERAL EXTENSION
2006–2008 WAGES AND WORKING
CONDITIONS
BETWEEN THE SOUTHERN CALIFORNIA EDISON
COMPANY AND IBEW LOCAL 47**

This letter is to document our agreement to extend the Wages and Working Conditions Agreement between Southern California Edison and IBEW Local 47, for a period of three years, beginning January 1, 2006 through December 31, 2008.

The parties have agreed to the extension of the wages and working agreement (through December 31, 2008), with the following modifications:

- A general wage increase of 3.75%, effective the first day of the first pay period for 2006 (December 26, 2005).**
- A general wage increase of 3.50%, effective the first day of the first pay period for 2007 (December 25, 2006).**
- A general wage increase of 4.00%, effective the first day of the first pay period for 2008 (December 24, 2007).**
- Improvements in the non-wage economic items for the duration of the Agreement are listed on the attached document**
- IBEW members will continue to participate in the Company's Results Sharing program, in the same program, at the same level as the non represented, non**

exempt employees within the individual employee's Business Unit. This will apply for all years of this Agreement provided the Company continues the use of the Results Sharing program. The Company reserves the right to make changes as to the design of the Results Sharing program.

SOUTHERN CALIFORNIA EDISON COMPANY

**/s/ Douglas M. DeDea
Manager, Labor Relations
Dated: January 6, 2006**

LOCAL 47, IBEW, AFL-CIO

**/s/ Patrick A. Lavin
Business Manager/Financial Secretary
Dated: January 6, 2006**

Adjustments to IBEW Non-Wage Economic Items

Effective January 1, 2006

Articles		Item	Amount		
			01-01-2006	01-01-2007	01-01-2008
XII, Sec. B6 & B7	Pg. 2	Leadman Pay	\$1.40	\$1.40	TBD
XII, Sec. H	Pg. 7	Swing Shift Differential	\$1.25	\$1.25	TBD
XII, Sec. H	Pg. 7	Graveyard Shift Differential	\$1.45	\$1.45	TBD
XIV, Sec. C5	Pg. 5	Days Off Return Home Allowance	\$19.10 Not to Exceed \$38.20/day	\$19.10 Not to Exceed \$38.20/day	TBD
XIV, Sec. C7	Pg. 6	Daily in lieu of Expense Allowance	\$44.25/day	\$44.25/night	TBD
XIV, Sec. C9	Pg. 6	In lieu of Lodging Allowance	\$44.25/night	\$44.25/night	TBD
XIV, Sec. D5	Pg. 10	Meals	\$15.00	\$15.25	\$15.25

EXHIBIT A

2007 Wage Schedule

**EXHIBIT A — IBEW — LOCAL 47
CONSTRUCTION FIELD FORCES
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9108	Apprentice, Structural Mechanic		
	1st 6 months	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	Thereafter.....	5,200.17	30.001
K 9370	Electrician, Apprentice Construction		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code L9400 ..	5,288.92	30.513
L 9400	Electrician, Construction		
	.....	\$5,868.03	\$33.854
P 9475	Foreman, Cable		
	.....	\$6,648.20	\$38.355

* Entering level job

† For employees hired on or after 4-9-84, see: Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9658	Working Foreman – Structural Mechanic	\$6,275.71	\$36.206
N 9341	Working Foreman –Construction Electrician	\$6,775.43	\$39.089
D 9512	†*Handler, Assistant Material 1st 6 months	\$3,146.35	\$18.152
	2nd 6 months.....	3,639.48	20.997
	Promote to job code indicated	4,134.52	23.853
	Promote to Material Handler, transfer or terminate		
G 9519	Handler, Material 1st 6 months	\$4,180.45	\$24.118
	2nd 6 months.....	4,271.11	24.641
	3rd 6 months	4,423.29	25.519
	4th 6 months.....	4,550.52	26.253
	Thereafter.....	4,631.99	26.723
E 9540	†Helper, Construction 1st 6 months	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
E 9544	†Helper, Electrical Construction 1st 6 months	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9573	†Helper, Mechanical Construction		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
C 9596	†*Laborer		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$6,737.12	\$38.868
	Thereafter.....	6,960.37	40.156
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,529.33	31.900
	Thereafter.....	5,723.47	33.020
J 9606	Lineman, Utility		
	.....	\$5,529.33	\$31.900
K 9615	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code indicated	5,288.92	30.513

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9622	Machinist, Maintenance		
	.....	\$5,868.03	\$33.854
K 9655	Mechanic, Structural		
	.....	\$5,705.09	\$32.914
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months [†]	\$5,559.49	\$32.074
	Trainee 2nd 6 months [†]	6,095.09	35.164
	Trainee 3rd 6 months [†]	6,371.21	36.757
	Trainee 4th 6 months [†]	6,631.21	38.257
	Upon completion — progressive to 1st step ASO		
	[†] ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate	\$5,868.03	\$33.854
	Thereafter	5,962.32	34.398
M 8675	Operator, Chief Base Plant		
	.....	\$5,962.32	\$34.398

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9701	Operator, Construction Equipment 1		
	1st 6 months ¹	\$5,868.03	\$33.854
	2nd 6 months ²	5,962.32	34.398
	Thereafter.....	6,062.51	34.976
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		
L 9702	Operator, Construction Equipment 2		
	1st 6 months.....	\$5,477.33	\$31.600
	2nd 6 months.....	5,623.28	32.442
	Thereafter.....	5,772.00	33.300
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....	\$5,109.69	\$29.479
	2nd 6 months.....	5,200.17	30.001
	Thereafter.....	5,288.92	30.513
I 9704	Operator, Construction Equipment 4		
	1st 6 months.....	\$4,904.12	\$28.293
	Thereafter.....	4,994.25	28.813
H 9705	Operator, Construction Equipment 5		
	1st 6 months.....	\$4,716.40	\$27.210
	Thereafter.....	4,809.48	27.747
O 9757	Operator, Supervising Construction Equipment		
	1st 6 months.....	\$6,471.05	\$37.333
	Thereafter.....	6,565.00	37.875

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9782	Painter		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months	4,904.12	28.293
	Thereafter.....	5,109.69	29.479
O 9797	Patrolman, Senior		
	.....	\$6,447.13	\$37.195
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code 9834	5,288.92	30.513
I 9847	Specialist, Material		
	1st 6 months.....	\$4,524.35	\$26.102
	2nd 6 months.....	4,631.99	26.723
	3rd 6 months	4,738.93	27.340
	4th 6 months.....	4,849.87	27.980
	Thereafter.....	4,966.87	28.655
L 9862	Splicer, Apprentice Cable ¹		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	6th 6 months.....	5,288.92	30.513
	Promote to job code 9866	5,772.00	33.300

¹ Entering level job

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9861	Splicer, Apprentice Construction Cable		
	1st 6 months ¹	\$4,382.04	\$25.281
	2nd 6 months ²	4,538.39	26.183
	3rd 6 months ³	4,716.40	27.210
	4th 6 months ⁴	4,904.12	28.293
	5th 6 months ⁵	5,109.69	29.479
	Promote to job code 9867 ⁶ ..	5,288.92	30.513
	¹ From 1st- and 2nd-Step Appr Cnsn Electn		
	² From 3rd-Step Appr Cnsn Electn		
	³ From 4th-Step Appr Cnsn Electn		
	⁴ From 5th-Step Appr Cnsn Electn		
	⁵ From 6th-Step Appr Cnsn Electn		
	⁶ From Cnsn Electn, 12 months in 6th-Step required		
M 9866	Splicer, Cable		
	.....	\$6,062.51	\$34.976
M 9867	Splicer, Construction Cable		
	1st 6 months.....	\$5,865.43	\$33.839
	2nd 6 months.....	6,062.51	34.976
	Thereafter.....	6,159.57	35.536
P 9958	Technician, Supervising Control System		
	1st 6 months.....	\$6,678.36	\$38.529
	Thereafter.....	7,070.61	40.792

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9932	Technician, Test		
	1st 6 months.....	\$4,904.12	\$28.293
	2nd 6 months.....	5,109.69	29.479
	3rd 6 months	5,288.92	30.513
	4th 6 months.....	5,772.00	33.300
	5th 6 months.....	5,962.32	34.398
	Thereafter.....	6,152.81	35.497
	Hold until vacant, then promote by working unit seniority to Test Technician A		
P 9936	Technician, Test A		
	1st 6 months.....	\$6,347.99	\$36.623
	Thereafter.....	6,536.57	37.711
Q 9825	Technician, Test Supervising		
	.....	\$7,051.03	\$40.679
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,589.77	\$14.941
	2nd 3 months.....	2,769.87	15.980
	3rd 3 months	2,990.69	17.254
	4th 6 months.....	3,202.51	18.476
	5th 6 months.....	3,408.60	19.665
	Promote, transfer or terminate	3,612.09	20.839

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9982	Welder, Apprentice Construction		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	As qualified – promote.....	5,288.92	30.513
	Promote to Construction or Layout Welder		
L 9993	Welder, Construction		
	.....	\$5,868.03	\$33.854
L 9986	Welder, Layout		
	.....	\$5,772.00	\$33.300
L 9989	Welder – Steam (IBEW)		
	.....	\$5,868.03	\$33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
HYDRO
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7010	Accountant, Division Administrative		
	1st 6 months.....	\$5,237.96	\$30.219
	Thereafter.....	5,483.57	31.636
H 7013	Accountant, Division 1		
	1st 6 months.....	\$4,867.55	\$28.082
	2nd 6 months.....	4,949.01	28.552
	Thereafter.....	5,035.68	29.052
G 7014	Accountant, Division 2		
	1st 6 months.....	\$4,217.11	\$24.641
	2nd 6 months.....	4,423.29	25.519
	3rd 6 months.....	4,550.52	26.253
	Thereafter.....	4,710.68	27.177

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7015	†*Accountant, Division 3		
	1st 6 months.....	\$2,990.69	\$17.254
	2nd 6 months.....	3,252.77	18.766
	3rd 6 months	3,612.09	20.839
	As qualified – promote.....	3,990.83	23.024
	Promote to Division Accountant 2, transfer or terminate		
K 8104	Accountant, Supervising Division Administrative		
	1st 6 months.....	\$5,693.13	\$32.845
	Thereafter.....	5,825.73	33.610
I 8030	Attendant, Hydro		
	.....	\$4,994.25	\$28.813
H 8040	Attendant, Hydro – Kaweah/Tule		
	.....	\$4,994.25	\$28.813
F 9015	Attendant, Tool Room		
	1st 6 months.....	\$3,990.83	\$23.024
	2nd 6 months.....	4,285.49	24.724
	Thereafter.....	4,460.21	25.732
J 9150	Carpenter		
	.....	\$5,200.17	\$30.001
H 9200	Carpenter, Rough		
	.....	\$4,716.40	\$27.210

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,252.77	\$18.766
	2nd 3 months.....	3,428.01	19.777
	3rd 6 months	3,612.09	20.839
	4th 6 months.....	3,797.39	21.908
	5th 6 months.....	3,990.83	23.024
	Thereafter.....	4,180.45	24.118
I 7294	Clerk, Division Accounting ¹		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months	5,129.80	29.595
	Thereafter.....	5,242.47	30.245
	¹ On bid from Communication Construction Clerk		
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,428.01	\$19.777
	As qualified.....	3,718.35	21.452
	As qualified.....	3,990.83	23.024
	As qualified – promote.....	4,280.12	24.693
	Promote to Records Clerk, transfer or terminate		
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months.....	\$2887.73	\$16.660
	2nd 3 months.....	3,105.61	17.917
	3rd 3 months	3,331.81	19.222
	4th 3 months.....	3,767.05	20.484
	5th 6 months.....	3,767.05	21.733
	Promote, transfer or terminate	3,990.83	23.024

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,739.01	\$15.802
	2nd 3 months.....	2,931.24	16.911
	3rd 3 months.....	3,148.77	18.166
	4th 3 months.....	3,366.13	19.420
	5th 3 months.....	3,584.19	20.678
	Promote, transfer or terminate	3,797.39	21.908
H 7268	Clerk, Records		
	1st 6 months.....	\$4,524.35	\$26.102
	As qualified.....	4,631.99	26.723
	As qualified – promote.....	4,738.93	27.340
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 7231	†*Clerk, Report		
	1st 6 months.....	\$3,428.01	\$19.777
	As qualified.....	3,612.09	20.839
	As qualified.....	3,797.39	21.908
	As qualified.....	3,990.83	23.024
	As qualified.....	4,180.45	24.118
	Thereafter.....	4,423.29	25.519
K 7295	Clerk, Supervising Division		
	.....	\$5,603.13	\$32.845
	All other divisions: upgrade only		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
A 7247	†*Clerk, Trainee		
	1st 3 months.....	\$2,444.35	\$14.102
	2nd 3 months.....	2,646.45	15.268
	3rd 3 months.....	2,841.11	16.391
	4th 3 months.....	3,039.40	17.535
	5th 3 months.....	3,230.41	18.637
	Promote, transfer or terminate	3,428.01	19.777
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,118.44	\$17.991
	2nd 6 months.....	3,551.60	20.490
	Thereafter.....	3,990.83	23.024
D 8150	†*Cook		
	1st 6 months.....	\$3,489.03	\$20.129
	Thereafter.....	4,134.52	23.853
H 9310	Driver, Heavy Duty		
	.....	\$4,716.40	\$27.210
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,382.04	\$25.281
	Thereafter.....	4,538.39	26.183
L 9340	Electrician		
	.....	\$5,868.03	\$33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9350	Electrician, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code L9340 ..	5,288.92	30.513
N 9484	Foreman, Hydro Maintenance		
	.....	\$6,252.13	\$36.070
N 9491	Foreman, Hydro Maintenance – Civil		
	.....	\$6,459.96	\$37.269
N 9485	Foreman, Hydro Maintenance – Electrical		
	.....	\$6,459.96	\$37.269
N 9498	Foreman, Hydro Maintenance – Mechanical		
	.....	\$6,459.96	\$37.269
E 9540	†Helper, Construction		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
E 8550	†Helper, Cook		
	Per day rate.....	\$3,573.09	\$20.614
E 9542	†Helper, Electrical		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9551	†Helper, Maintenance		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
B 8555	†*Housekeeper		
	1st 6 months.....	\$2,566.20	\$14.805
	2nd 6 months.....	2,884.61	16.642
	Thereafter.....	3,202.51	18.476
J 8558	Hydrographer – Field		
	1st 6 months.....	\$5,262.05	\$30.358
	2nd 6 months.....	5,398.81	31.147
	3rd 6 months.....	5,536.09	31.939
	Thereafter.....	5,772.00	33.300
J 8559	Hydrographer – Field		
	.....	\$6,459.96	\$37.269
	Working Foreman.....	6,566.56	37.884
C 9596	†*Laborer (All Divisions)		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$6,737.12	\$38.868
	Thereafter.....	6,960.37	40.156

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,529.33	31.900
	Thereafter.....	5,723.47	33.020
J 9606	Lineman, Utility		
	.....	\$5,529.33	\$31.900
L 9622	Machinist, Maintenance		
	.....	\$5,868.03	\$33.854
I 9630	Mechanic, Apprentice Maintenance		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	Promote to job code indicated	4,904.12	28.293
K 9640	Mechanic, Building		
	.....	\$5,288.92	\$30.513
J 9646	Mechanic, Maintenance		
	.....	\$5,109.69	\$29.479

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8684	*Operator, Apprentice ¹		
	1st 6 months.....	\$3,425.41	\$19.762
	2nd 6 months.....	3,694.95	21.317
	3rd 6 months.....	3,990.83	23.024
	4th 6 months.....	4,270.59	24.638
	Thereafter.....	4,540.64	26.196
	¹ Closed classification:for reference only – not to be assigned, to be canceled when title vacated		
F 8667	Operator, Apprentice		
	1st 4 months.....	\$3,990.83	\$23.024
	2nd 4 months.....	4,270.59	24.638
	Thereafter.....	4,540.64	26.196
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months [∨]	\$5,559.49	\$32.074
	Trainee 2nd 6 months [∨]	6,095.09	35.164
	Trainee 3rd 6 months [∨]	6,371.21	36.757
	Trainee 4th 6 months [∨]	6,631.21	38.257
	Upon completion — progressive to 1st step ASO		
	[∨] ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate.....	\$5,868.03	\$33.854
	Thereafter.....	5,962.32	34.398

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 8694	Operator, Base Plant – KR1	\$4,994.25	\$28.813
J 8697	Operator, Base Plant – KR3	\$5,200.17	\$30.001
M 8675	Operator, Chief Base Plant	\$5,962.32	\$34.398
N 8785	Operator, Chief Hydro Station	\$6,459.96	\$37.269
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....	\$5,109.69	\$29.479
	2nd 6 months.....	5,200.17	30.001
	Thereafter.....	5,288.92	30.513
L 9721	Operator, General Heavy Equipment		
	1st 6 months.....	\$5,109.69	\$29.479
	2nd 6 months (Northern only)	5,288.92	30.513
	Thereafter.....	5,772.00	33.300
J 8741	Operator, Hydro	\$5,249.40	\$30.285
N 8756	Operator, Hydro Station I	\$6,347.99	\$36.623
M 8711	Operator, Hydro Station II	\$6,062.51	\$34.976
L 8706	Operator, Hydro Station III	\$5,868.03	\$33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8665	Operator, Hydro Station-Control Station I		
	.....	\$6,656.87	\$38.405
H 9727	Operator, Light Road & Construction Equipment		
	.....	\$4,809.48	\$27.747
J 8750	Operator, Relief Base Plant		
	.....	\$5,200.17	\$30.001
I 8561	Operator, Water Systems		
	1st 6 months.....	\$5,060.29	\$29.194
	2nd 6 months ¹	5,220.11	30.116
	Thereafter ²	5,379.92	31.038
	¹ Hold 1 Licences/Certificates		
	² Hold 2 Licences/Certificates		
J 9782	Painter		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	Thereafter.....	5,109.69	29.479
O 9797	Patrolman, Senior		
	.....	\$6,447.13	\$37.195
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code 9834	5,288.92	30.513

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9882	Subforeman, Camp	\$5,288.92	\$30.513
L 9890	Subforeman, Flumes & Structures – BP	\$5,772.00	\$33.300
P 9958	Technician, Supervising Control System		
	1st 6 months	\$6,678.36	\$38.529
	Thereafter	7,070.61	40.792
N 9932	Technician, Test		
	1st 6 months	\$4,904.12	\$28.293
	2nd 6 months	5,109.69	29.479
	3rd 6 months	5,288.92	30.513
	4th 6 months	5,772.00	33.300
	5th 6 months	5,962.32	34.398
	Thereafter	6,152.81	35.497
	Hold until vacant; then promote by working unit seniority to Test Technician A		
P 9936	Technician, Test A		
	1st 6 months	\$6,347.99	\$36.623
	Thereafter	6,536.57	37.711
Q 9825	Technician, Test Supervising	\$7,051.03	\$40.679
G 8950	Tender, Reservoir Headworks	\$4,629.56	\$26.709

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,589.77	\$14.941
	2nd 3 months.....	2,769.87	15.980
	3rd 3 months.....	2,990.69	17.254
	4th 6 months.....	3,202.51	18.476
	5th 6 months.....	3,408.60	19.665
	Promote, transfer or terminate	3,612.09	20.839
C 9964	†*Utilityman		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
E 9975	†Utilityman, Territorial		
	1st 6 months.....	\$3,562.69	\$20.554
	2nd 6 months.....	3,990.83	23.024
	Thereafter.....	4,209.57	24.286
K 9985	Welder, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	As qualified – promote.....	5,288.92	30.513
L 9991	Welder, Certified		
	.....	\$5,868.03	\$33.854
L 9986	Welder, Layout		
	.....	\$5,772.00	\$33.300

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9989	Welder – Steam (IBEW)	\$5,868.03	\$33.854
K 9988	Worker, Sheet Metal	\$5,288.92	\$30.513

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
STEAM
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8283	Accountant, Construction/Maintenance		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	4th 6 months.....	5,242.47	30.245
	Thereafter.....	5,483.57	31.636
I 8282	Accountant, Supervisor Construction/Maintenance		
	1st 6 months.....	\$5,955.04	\$34.356
	Thereafter.....	6,093.71	35.156
H 7069	Assistant, Laboratory		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	3rd 6 months.....	4,382.04	25.281
	4th 6 months.....	4,538.39	26.183
	5th 6 months.....	4,716.40	27.210
	Thereafter.....	4,904.12	28.293

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8020	†*Assistant, Operating		
	1st 6 months.....	\$3,562.69	\$20.554
	2nd 6 months.....	3,990.83	23.024
	Thereafter.....	4,382.04	25.281
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3 252.77	\$18.766
	2nd 3 months.....	3,428.01	19.777
	3rd 6 months.....	3,612.09	20.839
	4th 6 months.....	3,797.39	21.908
	5th 6 months.....	3,990.83	23.024
	Thereafter.....	4,180.45	24.118
I 7294	Clerk, Division Accounting ¹		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	Thereafter.....	5,242.47	30.245
	¹ On bid from Communication Construction Clerk		
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,428.01	\$19.777
	As qualified.....	3,718.35	21.452
	As qualified.....	3,990.83	23.024
	As qualified – promote.....	4,280.12	24.693
	Promote to Records Clerk, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7268	Clerk, Records		
	1st 6 months.....	\$4,524.35	\$26.102
	As qualified.....	4,631.99	26.723
	As qualified – promote.....	4,738.93	27.340
	Promote to Division Accounting Clerk, transfer, terminate or hold		
K 7295	Clerk, Supervising Division		
	.....	\$5,693.13	\$32.845
	All other divisions: upgrade only		
L 7260	Clerk, Supervising Station		
	1st 6 months.....	\$5,693.13	\$32.845
	Thereafter.....	5,825.73	33.610
L 9340	Electrician		
	.....	\$5,868.03	\$33.854
K 9350	Electrician, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code L9340 ..	5,288.92	30.513
G 9520	Handler, Material		
	.....	\$4,631.99	\$26.723
I 9522	Handler, Senior Material		
	1st 6 months.....	\$4,849.87	\$27.980
	Thereafter.....	4,966.87	28.655

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9542	†Helper, Electrical		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
E 9554	†*Helper, Maintenance		
	1st 6 months.....	\$3,425.41	\$19.762
	2nd 6 months.....	3,694.95	21.317
	3rd 6 months.....	3,990.83	23.024
	Thereafter.....	4,285.49	24.724
C 9596	†*Laborer (All Divisions)		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$6,737.12	\$38.868
	Thereafter.....	6,960.37	40.156
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,529.33	31.900
	Thereafter.....	5,723.47	33.020
J 9606	Lineman, Utility		
	.....	\$5,529.33	\$31.900

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9615	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code indicated	5,288.92	30.513
L 9622	Machinist, Maintenance		
	.....	\$5,868.03	\$33.854
L 9638	Mechanic, Boiler & Condenser		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,601.13	26.545
	3rd 6 months	4,819.36	27.804
	4th 6 months.....	5,040.71	29.081
	5th 6 months.....	5,258.59	30.338
	6th 6 months ¹	5,477.33	31.600
	Thereafter	5,868.03	33.854
	¹ Hold point for certain employees not qualifying in welding		
L 8733	Mechanic, Machinist		
	1st 6 months.....	\$5,477.33	\$31.600
	Thereafter	5,868.03	33.854
K 8731	Mechanic, Operator		
	1st 6 months.....	\$4,716.40	\$27.210
	2nd 6 months.....	4,904.12	28.293
	3rd 6 months	5,109.69	29.479
	Thereafter.....	5,460.00	31.500

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months [†]	\$5,559.49	\$32.074
	Trainee 2nd 6 months [†]	6,095.09	35.164
	Trainee 3rd 6 months [†]	6,371.21	36.757
	Trainee 4th 6 months [†]	6,631.21	38.257
	Upon completion — progressive to 1st step ASO		
	[†] ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate	\$5,968.03	\$33.854
	Thereafter	5,962.32	34.398
M 8675	Operator, Chief Base Plant		
	.....	\$5,962.32	\$34.398
P 8730	Operator, Control		
	1st 6 months	\$6,947.99	\$36.623
	Thereafter	6,536.57	37.711
I 9710	Operator, Crane ¹		
	.....	\$4,904.12	\$28.293
	¹ Upgrade classification only		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8738	Operator, Plant Equipment		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	4th 6 months.....	5,109.69	29.479
	Thereafter.....	5,460.00	31.500
J 9782	Painter		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	Thereafter.....	5,109.69	29.479
O 9797	Patrolman, Senior		
	.....	\$6,447.13	\$37.195
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code 9834	5,288.92	30.513
M 9834	Repairman, Instrument		
	1st 6 months.....	\$5,772.00	\$33.300
	Thereafter.....	5,962.32	34.398
L 9914	Technician, Chemical		
	1st 6 months.....	\$5,288.92	\$30.513
	Thereafter.....	5,868.03	33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9915	Technician, Instrument (Cool Water Only)	\$6,152.81	\$35.497
P 8732	Technician, Instrument Control and Electrical 1st 6 months..... Thereafter.....	\$6,347.99 6,536.57	\$36.623 37.711
P 9958	Technician, Supervising Control System 1st 6 months..... Thereafter.....	\$6,678.36 7,070.61	\$38.529 40.792
N 9932	Technician, Test 1st 6 months..... 2nd 6 months..... 3rd 6 months..... 4th 6 months..... 5th 6 months..... Thereafter..... Hold until vacant, then promote by working unit seniority to Test Technician A	\$4,904.12 5,109.69 5,288.92 5,772.00 5,962.32 6,152.81	\$28.293 29.479 30.513 33.300 34.398 35.497
P 9936	Technician, Test A 1st 6 months..... Thereafter.....	\$6,347.99 6,536.57	\$36.623 37.711
Q 9825	Technician, Test Supervising	\$7,051.03	\$40.679

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months	\$2,589.77	\$14.941
	2nd 3 months.....	2,769.87	15.980
	3rd 3 months	2,990.69	17.254
	4th 6 months.....	3,202.51	18.476
	5th 6 months.....	3,408.60	19.665
	Promote, transfer or terminate	3,612.09	20.839
C 9964	†*Utilityman		
	1st 6 months	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter	3,990.83	23.024
L 9989	Welder – Steam (IBEW)		
	.....	\$5,868.03	\$33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
TRANSMISSION/SUBSTATION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8283	Accountant, Construction/Maintenance		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	4th 6 months.....	5,242.47	30.245
	Thereafter.....	5,483.57	31.636
I 8282	Accountant, Supervisor Construction/Maintenance		
	1st 6 months.....	\$5,955.04	\$34.356
	Thereafter.....	6,093.71	35.156
J 9155	Carpenter		
	1st 6 months.....	\$4,809.48	\$27.747
	2nd 6 months.....	4,994.25	28.813
	Thereafter.....	5,200.17	30.001

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8284	Clerk, Construction/Maintenance		
	1st 6 months	\$3,428.01	\$19.777
	2nd 6 months	3,612.09	20.839
	3rd 6 months	3,797.39	21.908
	4th 6 months	4,280.12	24.693
	5th 6 months	4,423.29	25.519
	Promote, transfer or terminate	4,738.93	27.340
E 7160	†*Clerk, Correspondence		
	1st 3 months	\$3,252.77	\$18.766
	2nd 3 months	3,428.01	19.777
	3rd 6 months	3,612.09	20.839
	4th 6 months	3,797.39	21.908
	5th 6 months	3,990.83	23.024
	Thereafter	4,180.45	24.118
I 7294	Clerk, Division Accounting ¹		
	1st 6 months	\$4,849.87	\$27.980
	2nd 6 months	4,966.87	28.655
	3rd 6 months	5,129.80	29.595
	Thereafter	5,242.47	30.245
	¹ On bid from Communication Construction Clerk		
E 7145	†*Clerk, Division Correspondence		
	1st 6 months	\$2,990.69	\$17.254
	2nd 6 months	3,252.77	18.766
	3rd 6 months	3,516.76	20.289
	4th 6 months	3,797.39	21.908
	5th 6 months	3,990.83	23.024
	Thereafter	4,180.45	24.118

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7166	†*Clerk, Division Office		
	1st 6 months.....	\$3,252.77	\$18.766
	2nd 6 months.....	3,516.76	20.289
	3rd 6 months.....	3,797.39	21.908
	4th 6 months.....	3,990.83	23.024
	5th 6 months.....	4,180.45	24.118
	6th 6 months.....	4,423.29	25.519
	Thereafter.....	4,635.97	26.746
D 7292	†*Clerk, Typist – Division		
	1st 6 months.....	\$2,714.92	\$15.663
	2nd 6 months.....	2,990.69	17.254
	3rd 6 months.....	3,252.77	18.766
	4th 6 months.....	3,516.76	20.289
	5th 6 months.....	3,797.39	21.908
	Thereafter.....	3,990.83	23.024
H 9310	Driver, Heavy Duty		
	.....	\$4,716.40	\$27.210
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,382.04	\$25.281
	Thereafter.....	4,538.39	26.183
L 9340	Electrician		
	.....	\$5,868.03	\$33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9350	Electrician, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code L9340 ..	5,288.92	30.513
K 9360	Electrician, Apprentice Battery		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code L9390 ..	5,288.92	30.513
K 9351	Electrician, Apprentice Substation		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,357.39	30.908
	Thereafter.....	5,545.11	31.991
L 9390	Electrician, Battery		
	.....	\$5,772.00	\$33.300
L 9344	Electrician, Substation		
	.....	\$6,152.81	\$35.497

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9490	Foreman, Light Insulator Washer		
	.....	\$6,252.13	\$36.070
	(Upgrade only) ¹		
	¹ Upgrade to Senior Patrolman in Non-Division based locations except Eastern		
E 9525	†*Groundman		
	1st 6 months.....	\$3,425.41	\$19.762
	2nd 6 months.....	3,694.95	21.317
	3rd 6 months.....	3,990.83	23.024
	Thereafter.....	4,285.49	24.724
G 9520	Handler, Material		
	.....	\$4,631.99	\$26.723
E 9542	†Helper, Electrical		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
C 9596	†*Laborer (All Divisions)		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
M 9601	Lineman, Journeyman		
	1st 6 months.....	\$6,540.73	\$37.735
	Thereafter.....	6,757.40	38.985

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$6,737.12	\$38.868
	Thereafter.....	6,960.37	40.156
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,529.33	31.900
	Thereafter.....	5,723.47	33.020
J 9606	Lineman, Utility		
	.....	\$5,529.33	\$31.900
K 9615	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code indicated	5,288.92	30.513
L 9622	Machinist, Maintenance		
	.....	\$5,868.03	\$33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months	\$5,559.49	\$32.074
	Trainee 2nd 6 months	6,095.09	35.164
	Trainee 3rd 6 months	6,371.21	36.757
	Trainee 4th 6 months	6,631.21	38.257
	Upon completion — progressive to 1st step ASO		
	† ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate	\$5,868.03	\$33.854
	Thereafter	5,962.32	34.398
I 8692	Operator, Assistant 2nd Engine		
	1st 6 months	\$4,538.39	\$26.183
	2nd 6 months	4,716.40	27.210
	Thereafter	4,904.12	28.293
M 8675	Operator, Chief Base Plant		
		\$5,962.32	\$34.398
N 8699	Operator, Chief Engine		
		\$6,152.81	\$35.497
M 8702	Operator, Chief Substation		
		\$5,868.03	\$33.854
K 8705	Operator, Distribution System		
		\$5,460.00	\$31.500

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 8718	Operator, Engine		
	.....	\$5,962.32	\$34.398
H 9727	Operator, Light Road & Construction Equipment		
	.....	\$4,809.48	\$27.747
J 8758	Operator, 2nd Engine		
	.....	\$5,109.69	\$29.479
J 8763	Operator, Substation		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	Thereafter.....	5,109.69	29.479
L 8765	Operator, Subtransmission System		
	.....	\$6,062.51	\$34.976
F 8771	†Operator, Trainee		
	1st 4 months.....	\$4,209.57	\$24.286
	Promote to job code indicated	4,382.04	25.281
	May bid Substation Operator position after 3 months		
N 8776	Operator, System		
	.....	\$6,899.19	\$39.803
J 9782	Painter		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	Thereafter.....	5,109.69	29.479

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9796	Patrolman, Senior		
	.....	\$7,185.88	\$41.457
	Rubber Glove Certification – 1	7,401.51	42.701
O 9797	Patrolman, Senior		
	.....	\$6,447.13	\$37.195
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Promote to job code 9834	5,288.92	30.513
L 9863	Splicer, Apprentice Substation Cable		
	1st 6 months ¹	\$4,382.04	\$25.281
	2nd 6 months ²	4,538.39	26.183
	3rd 6 months ³	4,716.40	27.210
	4th 6 months ⁴	4,904.12	28.293
	5th 6 months ⁵	5,109.69	29.479
	Promote to job code 9871	5,288.92	30.513
	On Bid:		
	¹ From 1st and 2nd-Step Apprentice Electrician		
	² From 3rd-Step Apprentice Electrician		
	³ From 4th-Step Apprentice Electrician		
	⁴ From 5th-Step Apprentice Electrician		
	⁵ From 6th-Step Apprentice Electrician		
	⁶ From Electrician, 12 months in		
	6th-Step required at	\$5,238.92	\$30.513

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9865	Splicer, Apprentice Transmission Cable		
	1st 6 months ¹	\$4,382.04	\$25.281
	2nd 6 months ²	4,538.39	26.183
	3rd 6 months ³	4,716.40	27.210
	4th 6 months ⁴	4,904.12	28.293
	5th 6 months ⁵	5,109.69	29.479
	Promote to job code 9877 ⁶ ..	5,288.92	30.513
	On Bid:		
	¹ From 1st and 2nd-Step Apprentice Lineman-Splicer, Groundman		
	² From 3rd-Step Apprentice Lineman-Splicer		
	³ From 4th-Step Apprentice Lineman-Splicer		
	⁴ From 5th-Step Apprentice Lineman-Splicer		
	⁵ From 6th-Step Apprentice Lineman-Splicer		
	⁶ From 1st-Step Lineman-Splicer at	\$5,288.92	\$30.513
M 9871	Splicer, Substation Cable		
	1st 6 months.....	\$5,865.43	\$33.839
	2nd 6 months.....	6,062.51	34.976
	Thereafter.....	6,159.57	35.536
M 9877	Splicer, Transmission Cable		
	1st 6 months ¹	\$5,772.00	\$33.300
	2nd 6 months.....	5,962.32	34.398
	3rd 6 months.....	6,062.51	34.976
	Thereafter.....	6,159.57	35.536
	¹ 1st 12 months on bid from Top-Step Lineman-Splicer		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9902	Subforeman, Mechanical Substation		
	.....	\$6,347.99	\$36.623
N 9918	Supervisor, Road & Right of Way		
	.....	\$6,564.83	\$37.874
P 9958	Technician, Supervising Control System		
	1st 6 months.....	\$6,678.36	\$38.529
	Thereafter.....	7,070.61	40.792
N 9827	Technician, Test		
	1st 6 months.....	\$5,037.76	\$29.064
	2nd 6 months.....	5,243.51	30.251
	3rd 6 months.....	5,422.73	31.285
	4th 6 months.....	5,905.81	34.072
	5th 6 months.....	6,096.13	35.170
	6th 6 months.....	6,286.80	36.270
P 9826	Technician, Test A		
	.....	\$6,670.39	\$38.483
Q 9825	Technician, Test Supervising		
	.....	\$7,051.03	\$40.679
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,589.77	\$14.941
	2nd 3 months.....	2,769.87	15.980
	3rd 3 months.....	2,990.69	17.254
	4th 6 months.....	3,202.51	18.476
	5th 6 months.....	3,408.60	19.665
	Promote, transfer or terminate	3,612.09	20.839

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9971	†*Utilityman Promote, transfer or terminate	\$3,146.35	\$18.152
E 9975	†Utilityman, Territorial		
	1st 6 months.....	\$3,562.69	\$20.554
	2nd 6 months.....	3,990.83	23.024
	Thereafter.....	4,209.57	24.286
K 9985	Welder, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	As qualified – promote.....	5,288.92	30.513
L 9986	Welder, Layout		
	.....	\$5,772.00	\$33.300
L 9989	Welder – Steam (IBEW)		
	.....	\$5,868.03	\$33.854

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
CORPORATE REAL ESTATE
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9060	†*Attendant, Building Facilities		
	1st 6 months.....	\$3,086.55	\$17.807
	2nd 6 months.....	3,501.33	20.200
	Thereafter.....	3,916.99	22.598
K 9130	Cabinetmaker – Installer		
	.....	\$5,326.01	\$30.727
J 9160	Carpenter, Building Maintenance		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	Thereafter.....	5,200.17	30.001
L 9394	Electrician, Building Maintenance		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	4th 6 months.....	5,109.69	29.479
	5th 6 months.....	5,376.11	31.016
	Thereafter.....	5,772.00	33.300

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9470	Finisher, Wood	\$5,200.17	\$30.001
E 9462	†Foreman, Assistant Janitor	\$4,209.57	\$24.286
L 9463	Foreman, Building Carpenter		
	1st 6 months.....	\$5,575.09	\$32.164
	Thereafter.....	5,772.00	33.300
L 9467	Foreman, Building Mechanical		
	1st 6 months.....	\$5,575.09	\$32.164
	Thereafter.....	5,772.00	33.300
L 9469	Foreman, Building Painter		
	1st 6 months.....	\$5,477.33	\$31.600
	Thereafter.....	5,671.29	32.719
N 9486	Foreman, Electrical Maintenance		
	1st 6 months.....	\$6,152.81	\$35.497
	Thereafter.....	6,347.99	36.623
G 9493	Foreman, Porter		
	1st 6 months.....	\$4,285.49	\$24.724
	2nd 6 months.....	4,382.04	25.281
	Thereafter.....	4,538.39	26.183
E 9532	†Helper, Building Carpenter		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9533	†Helper, Building Electrical		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
E 9535	†Helper, Building Maintenance		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
E 9537	†Helper, Building Painter		
	1st 6 months.....	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	Thereafter.....	4,285.49	24.724
D 9625	†Maintenanceman, Building	\$4,061.03	\$23.429
J 9637	Mechanic, Building Maintenance		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months	4,904.12	28.293
	Thereafter.....	5,200.17	30.001
J 9646	Mechanic, Maintenance	\$5,109.69	\$29.479
	(Memo) Classification authorized in Procurement & MM – Administered and paid on Real Properties P/Rs #255 & #259. Reference: 04-19-82 Contract Negotiations, Resolution 9		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9784	Painter, Building		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	Thereafter.....	5,109.69	29.479
J 9802	††Plasterer		
	.....	\$5,200.17	\$30.001
C 9809	†Porter		
	.....	\$3,916.99	\$22.598
D 9801	†Porter, Special-Service		
	.....	\$4,061.03	\$23.429
E 9904	†Subforeman, Porter		
	.....	\$4,134.52	\$23.853
M 9921	Technician, Building Electrical		
	1st 6 months.....	\$5,200.17	\$30.001
	2nd 6 months.....	5,367.11	31.016
	3rd 6 months.....	5,575.09	32.164
	4th 6 months.....	5,772.00	33.300
	Thereafter.....	5,962.32	34.398
K 9988	††Worker, Sheet Metal		
	.....	\$5,288.92	\$30.513

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 CUSTOMER SERVICE
 OPERATIONS DIVISION
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9454	*Clerk, Meter Support		
	1st 6 months.....	\$3,249.48	\$18.747
	Thereafter.....	4,092.57	23.611
H 9448	Specialist, Meter Support		
	1st 6 months.....	\$4,192.93	\$24.190
	Thereafter.....	4,738.93	27.340
L 9455	Specialist, Supervising Meter Support		
	1st 6 months.....	\$4,867.55	\$28.082
	Thereafter.....	5,242.47	30.245
E 9450	*Technician, Meter 1/1A		
	1st 6 months.....	\$2,932.20	\$17.205
	Promote, transfer or terminate	3,249.48	18.747
E 9452	Technician, Meter 2/2A		
	1st 6 months.....	\$3,782.13	\$21.820
	Promote, transfer or terminate	4,209.40	24.285

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Customer Service Operations

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9453	Technician, Meter 3		
	1st 6 months.....	\$4,382.04	\$25.281
	Thereafter.....	4,538.39	26.183
K 9445	Technician, Meter 4		
	1st 6 months.....	\$4,716.40	\$27.210
	Thereafter.....	5,239.87	30.230
L 9446	Technician, Meter 5		
	1st 6 months.....	\$5,772.00	\$33.300
	Thereafter.....	6,190.95	35.717
O 9447	Technician, Meter 6		
	1st 6 months.....	\$6,347.99	\$36.623
	Thereafter.....	6,648.20	38.355

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
DISTRIBUTION BUSINESS UNIT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8283	Accountant, Construction/Maintenance		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	4th 6 months.....	5,242.47	30.245
	Thereafter.....	5,483.57	31.636
H 8154	Accountant, Payroll Specialist		
	1st 6 months.....	\$4,738.59	\$27.338
	Thereafter.....	4,904.81	28.297
F 8155	*Accountant, Payroll Support		
	1st 6 months.....	\$3,547.79	\$20.468
	2nd 6 months.....	3,738.97	21.571
	3rd 6 months.....	3,931.20	22.680
	4th 6 months.....	4,067.44	23.466
	5th 6 months.....	4,429.88	25.557
	Promote, transfer or terminate	4,578.95	26.417

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8157	Accountant, Supervising Payroll		
	1st 6 months	\$5,772.00	\$33.300
	Thereafter	5,906.16	34.074
K 8282	Accountant, Supervisor Construction/Maintenance		
	1st 6 months	\$5,955.04	\$34.356
	Thereafter	6,093.71	35.156
F 8386	†Clerk, Field Services Support		
	1st 6 months	\$3,456.79	\$19.943
	2nd 6 months	3,639.48	20.997
	3rd 6 months	3,914.73	22.585
	4th 6 months	4,104.19	23.678
	5th 3 months	4,204.89	24.259
	Promote, transfer or terminate	4,306.29	24.844
F 8132	Clerk, Field Service Support (ADDL 1)		
	1st 6 months	\$3,543.45	\$20.443
	2nd 6 months	3,726.15	21.497
	3rd 6 months	4,001.40	23.085
	4th 6 months	4,190.85	24.178
	5th 3 months	4,291.56	24.759
	Promote, transfer or terminate	4,392.96	25.344
F 8116	Clerk, Field Service Support (ADDL 2)		
	1st 6 months	\$3,630.12	\$20.943
	2nd 6 months	3,812.81	21.997
	3rd 6 months	4,088.07	23.585
	4th 6 months	4,277.52	24.678
	5th 3 months	4,378.23	25.259
	Promote, transfer or terminate	4,479.63	25.844

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8284	*Clerk, Construction/Maintenance		
	1st 6 months.....	\$3,428.01	\$19.777
	2nd 6 months.....	3,612.09	20.839
	3rd 6 months.....	3,797.39	21.908
	4th 6 months.....	4,280.12	24.693
	5th 6 months.....	4,423.29	25.519
	Promote, transfer or terminate	4,738.93	27.340
F 9300	*†Clerk, Construction/Maintenance Support		
	1st 6 months.....	\$3,546.92	\$20.463
	2nd 6 months.....	3,734.29	21.544
	3rd 6 months.....	4,016.48	23.172
	4th 6 months.....	4,210.61	24.292
	5th 3 months.....	4,314.27	24.890
	Promote, transfer or terminate	4,418.44	25.491
F 9304	*Clerk, Distribution Operations Support		
	1st 6 months.....	\$3,456.79	\$19.943
	2nd 6 months.....	3,639.48	20.997
	3rd 6 months.....	3,914.73	22.585
	4th 6 months.....	4,104.19	23.678
	5th 6 months.....	4,306.29	24.844
F 8287	*Clerk, Joint Pole		
	1st 6 months.....	\$3,428.01	\$19.777
	2nd 6 months.....	3,612.09	20.839
	3rd 6 months.....	3,797.39	21.908
	4th 6 months.....	4,280.12	24.693
	5th 6 months.....	4,423.29	25.519
	Promote, transfer or terminate	4,738.93	27.340

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8290	*Clerk, Streetlight Bookkeeping		
	1st 6 months.....	\$3,428.01	\$19.777
	2nd 6 months.....	3,612.09	20.839
	3rd 6 months.....	3,797.39	21.908
	4th 6 months.....	4,280.12	24.693
	5th 6 months.....	4,423.29	25.519
	Promote, transfer or terminate	4,738.93	27.340
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,118.44	\$17.991
	2nd 6 months.....	3,551.60	20.490
	Thereafter.....	3,990.83	23.024
H 9310	Driver, Heavy Duty		
	.....	\$4,716.40	\$27.210
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,382.04	\$25.281
	Thereafter.....	4,538.39	26.183
P 9476	Foreman, Distribution Apparatus		
	.....	\$7,534.45	\$43.468
	Rubber Glove Certification – 1	7,760.48	44.772
Q 9481	Foreman, Electrical Crew		
	Upgrade rate only.....	\$7,534.45	\$43.468
	Rubber Glove Certification – 1	7,760.48	44.772
N 9490	Foreman, Light Insulator Washer		
	.....	\$6,252.13	\$36.070
Q 9473	Foreman, Training Crew		
	.....	\$8,148.57	\$47.011

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
Q 9509	Foreman, Troubleman Training	\$7,922.37	\$45.706
E 9525	†*Groundman 1st 6 months..... 2nd 6 months..... 3rd 6 months..... Thereafter.....	\$3,425.41 3,694.95 3,990.83 4,285.49	\$19.762 21.317 23.024 24.724
E 9526	†*Groundman A 1st 6 months..... 2nd 6 months..... 3rd 6 months..... Thereafter.....	\$3,425.41 3,694.95 3,990.83 4,285.49	\$19.762 21.317 23.024 24.724
G 9521	Handler, Material – Supply Center 1st 6 months..... 2nd 6 months..... 3rd 6 months..... 4th 6 months..... 5th 6 months..... Thereafter.....	\$4,035.99 4,130.45 4,280.12 4,423.29 4,524.35 4,631.99	\$23.573 24.118 24.693 25.519 26.102 26.723
I 9803	Inspector, Electrical System 1st 6 months..... 2nd 6 months..... 3rd 6 months..... Progress, transfer or terminate 5th per LOU 03/16/06..... 6th per LOU 03/16/06.....	\$3,238.73 3,515.72 3,713.17 3,994.99 4,334.55 4,703.05	\$18.685 20.283 21.451 23.048 25.007 27.133

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7570	Inspector, Radio & TV Interference		
	1st 6 months	\$4,061.03	\$23.429
	2nd 6 months.....	4,209.57	24.286
	3rd 6 months	4,382.04	25.281
	4th 6 months.....	4,538.39	26.183
	5th 6 months.....	4,716.40	27.210
	Thereafter	4,904.12	28.293
M 9601	Lineman, Journeyman (Volunteered/Waiting for Training)		
	1st 6 months	\$6,540.73	\$37.735
	Thereafter	6,757.40	38.985
M 9611	Lineman, Journeyman (Rubber Glove Trained)		
	1st 6 months	\$6,737.12	\$38.868
	Thereafter	6,960.37	40.156
K 9505	Lineman, Apprentice/Training		
	1st 6 months ¹	\$2,982.20	\$17.205
	2nd 6 months ²	3,599.09	20.764
	¹ Awarded to employees without one year of Groundman/Helper experience.		
	² After successful completion, promote to Apprentice Lineman, first step.		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,529.33	31.900
	Thereafter.....	5,723.47	33.020
J 9606	Lineman, Utility		
	.....	\$5,529.33	\$31.900
G 7632	Meter Reader 1		
	1st 3 months.....	\$4,702.19	\$27.128
	2nd 3 months.....	4,808.44	27.741
	Thereafter.....	4,885.40	28.185
G 8130	Meter Reader 1 (ADDL 1)		
	1st 3 months.....	\$4,788.85	\$27.628
	2nd 3 months.....	\$4,895.11	28.241
	Thereafter.....	\$4,972.07	28.685
G 8114	Meter Reader 1 (ADDL 2)		
	1st 3 months.....	\$4,875.52	\$28.128
	2nd 3 months.....	4,931.77	28.741
	Thereafter.....	5,058.73	29.185

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8300	*Meter Reader 2		
	1st 12 months.....	\$2,504.49	\$14.449
	2nd 6 months.....	2,793.44	16.116
	3rd 6 months	2,982.20	17.205
	4th 6 months.....	3,169.40	18.285
	5th 6 months.....	3,377.23	19.484
	6th 3 months.....	3,599.27	20.765
	7th 3 months.....	3,848.69	22.204
	8th 6 months.....	4,192.93	24.190
	9th 3 months.....	4,257.59	24.563
	10th 3 months.....	4,353.61	25.117
	Maximum.....	4,423.29	25.519
N 8135	Meter Reader 2 (ADDL 1)		
	1st 6 months.....	\$2,591.16	\$14.949
	2nd 6 months.....	2,880.11	16.616
	3rd 6 months	3,068.87	17.705
	4th 6 months.....	3,256.07	18.785
	5th 6 months.....	3,463.89	19.984
	6th 3 months.....	3,685.93	21.265
	7th 3 months.....	3,935.36	22.704
	8th 6 months.....	4,279.60	24.690
	9th 3 months.....	4,344.25	25.063
	10th 3 months.....	4,440.28	25.617
	Maximum.....	4,509.96	26.019

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8119	Meter Reader 2 (ADDL 2)		
	1st 6 months.....	\$2,677.83	\$15.449
	2nd 6 months.....	2,966.77	17.116
	3rd 6 months.....	3,155.53	18.205
	4th 6 months.....	3,342.73	19.285
	5th 6 months.....	3,550.56	20.484
	6th 3 months.....	3,772.60	21.765
	7th 3 months.....	4,022.03	23.204
	8th 6 months.....	4,366.27	25.190
	9th 3 months.....	4,430.92	25.563
	10th 3 months.....	4,526.95	26.117
	Maximum.....	4,596.63	26.519
H 9713	Operator, Distribution Equipment		
	.....	\$4,809.48	\$27.747
I 9798	Repairman, Street Light		
	1st 6 months.....	\$4,994.25	\$28.813
	Thereafter.....	5,256.51	30.326
I 7850	Representative, Field Service 1		
	.....	\$5,109.69	\$29.479
I 7863	Representative, Field Service 2		
	1st 6 months.....	\$4,798.93	\$27.340
	2nd 6 months.....	4,849.87	27.980
	Thereafter.....	4,966.87	28.655
K 7871	Representative, Supervising Field Service		
	.....	\$5,623.28	\$32.442

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8133	Representative, Supervising Field Service (ADDL 1)	\$5,709.95	\$32.942
K 8117	Representative, Supervising Field Service (ADDL 2)	\$5,796.61	\$33.442
K 7839	Representative, Territorial Service		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	4th 6 months.....	5,109.69	29.479
	Thereafter.....	5,309.72	30.633
G 9894	Specialist, Construction/Maintenance Support		
	1st 6 months.....	\$4,738.59	\$27.338
	Thereafter.....	4,904.81	28.297
G 9880	Specialist, Distribution Operations Support		
	1st 6 months.....	\$4,740.49	\$27.349
	2nd 6 months.....	5,242.47	30.245
G 8385	Specialist, Field Services Support		
	1st 6 months.....	\$4,617.43	\$26.639
	Thereafter.....	4,694.91	27.086
G 8136	Specialist, Field Services Support (ADDL 1)		
	1st 6 months.....	\$4,704.09	\$27.139
	Thereafter.....	4,781.57	27.586
G 8123	Specialist, Field Services Support (ADDL 2)		
	1st 6 months.....	\$4,790.76	\$27.639
	Thereafter.....	4,868.24	28.086

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8286	Specialist, Joint Pole		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	Thereafter.....	5,242.47	30.245
I 8289	Specialist, Streetlight Bookkeeping		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	Thereafter.....	5,242.47	30.245
K 8288	Specialist, Supervising Bookkeeping		
	1st 6 months.....	\$5,955.04	\$34.356
	Thereafter.....	6,093.71	35.156
K 8285	Specialist, Supervising Joint Pole		
	1st 6 months.....	\$5,955.04	\$34.356
	Thereafter.....	6,093.71	35.156
M 9870	Splicer, Senior Cable		
	1st 6 months.....	\$6,960.37	\$40.156
	Thereafter.....	7,071.65	40.798
F 8281	*Technician, Assistant Mapping		
	1st 6 months.....	\$3,428.01	\$19.777
	2nd 6 months.....	3,612.09	20.839
	3rd 6 months.....	3,797.39	21.908
	4th 6 months.....	4,280.12	24.693
	5th 6 months.....	4,423.29	25.519
	Promote, transfer or terminate	4,738.93	27.340

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9927	Technician, Distribution Apparatus		
	1st 6 months.....	\$7,076.51	\$40.826
	Thereafter.....	7,298.03	42.104
I 8280	Technician, Mapping		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	4th 6 months.....	5,242.47	30.245
	Thereafter.....	5,483.57	31.636
K 8279	Technician, Supervising Mapping		
	1st 6 months.....	\$5,955.04	\$34.356
	Thereafter.....	6,093.71	35.156
O 9501	Troubleman		
	.....	\$7,329.40	\$42.285
	Rubber Glove Certification –	17,545.03	43.529
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,589.77	\$14.941
	2nd 3 months.....	2,769.87	15.980
	3rd 3 months.....	2,990.69	17.254
	4th 6 months.....	3,202.51	18.476
	5th 6 months.....	3,408.60	19.665
	Promote, transfer or terminate	3,612.09	20.839

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9964	†*Utilityman		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,639.48	20.997
	Thereafter.....	4,134.52	23.853

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
INFORMATION TECHNOLOGY
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7157	Clerk, Communication Construction		
	1st 6 months.....	\$4,524.35	\$26.102
	2nd 6 months.....	4,738.93	27.340
	Thereafter.....	4,966.87	28.655
E 7161	†Clerk, Communication Traffic		
	1st 6 months.....	\$4,085.99	\$23.573
	Thereafter.....	4,180.45	24.118
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,252.77	\$18.766
	2nd 3 months.....	3,428.01	19.777
	3rd 6 months.....	3,612.09	20.839
	4th 6 months.....	3,797.39	21.908
	5th 6 months.....	3,990.83	23.024
	Thereafter.....	4,180.45	24.118

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7294	Clerk, Division Accounting		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,366.87	28.655
	3rd 6 months.....	5,129.80	29.595
	Thereafter.....	5,242.47	30.245
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,428.01	\$19.777
	As qualified.....	3,718.35	21.452
	As qualified.....	3,990.83	23.024
	As qualified – promote.....	4,280.12	24.693
	Promote to Records Clerk, transfer or terminate		
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,837.73	\$16.660
	2nd 3 months.....	3,105.61	17.917
	3rd 3 months.....	3,331.81	19.222
	4th 3 months.....	3,550.56	20.484
	5th 6 months.....	3,767.05	21.733
	Promote, transfer or terminate	3,990.83	23.024
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,739.01	\$15.802
	2nd 3 months.....	2,931.24	16.911
	3rd 3 months.....	3,143.77	18.166
	4th 3 months.....	3,366.13	19.420
	5th 3 months.....	3,584.19	20.678
	Promote, transfer or terminate	3,797.39	21.908

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7268	Clerk, Records		
	1st 6 months	\$4,524.35	\$26.102
	As qualified	4,631.99	26.723
	As qualified – promote	4,738.93	27.340
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 7231	†*Clerk, Report		
	1st 6 months	\$3,428.01	\$19.777
	As qualified	3,612.09	20.839
	As qualified	3,797.39	21.908
	As qualified	3,990.83	23.024
	As qualified	4,180.45	24.118
	Thereafter	4,423.29	25.519
K 7295	Clerk, Supervising Division		
	.....	\$5,693.13	\$32.845
J 7250	Clerk, Supervising Material		
	1st 6 months	\$5,129.80	\$29.595
	2nd 6 months	5,242.47	30.245
	Thereafter	5,362.76	30.939
A 7247	†*Clerk, Trainee		
	1st 3 months	\$2,444.35	\$14.102
	2nd 3 months	2,646.45	15.268
	3rd 3 months	2,841.11	16.391
	4th 3 months	3,039.40	17.535
	5th 3 months	3,230.41	18.637
	Promote, transfer or terminate	3,428.01	19.777

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,118.44	\$17.991
	2nd 6 months.....	3,551.60	20.490
	Thereafter.....	3,990.83	23.024
J 7430	Expediter, Material		
	1st 6 months.....	\$5,129.80	\$29.595
	As qualified.....	5,242.47	30.245
	Thereafter.....	5,362.76	30.939
G 9520	Handler, Material		
	.....	\$4,631.99	\$26.723
I 9522	Handler, Senior Material		
	1st 6 months.....	\$4,849.87	\$27.980
	Thereafter.....	4,966.87	28.655
E 7689	†Operator, Assistant Supervising Telephone		
	.....	\$4,402.49	\$25.399
C 7715	†*Operator, Junior Telephone		
	1st 3 months.....	\$2,739.01	\$15.802
	2nd 3 months.....	2,931.93	16.915
	3rd 3 months.....	3,148.77	18.166
	4th 3 months.....	3,366.13	19.420
	5th 3 months.....	3,584.19	20.678
	Promote, transfer or terminate	3,797.39	21.908
F 7725	†Operator, On Call Telephone		
	Per day rate.....	\$4,107.31	\$23.696

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7733	†Operator, Relief Telephone	\$4,085.99	\$23.573
D 7763	†*Operator, Telephone		
	1st 3 months.....	\$2,887.73	16.660
	2nd 3 months.....	3,105.61	17.917
	3rd 3 months.....	3,331.81	19.222
	4th 3 months.....	3,550.56	20.484
	5th 6 months.....	3,767.05	21.733
	Thereafter.....	3,990.83	23.024
N 9922	Technician, Area Communication	\$6,252.13	\$36.070
N 9929	Technician, Communication		
	1st 6 months.....	\$4,904.12	\$28.293
	2nd 6 months.....	5,109.69	29.479
	3rd 6 months.....	5,288.92	30.513
	4th 6 months.....	5,772.00	33.300
	5th 6 months.....	5,962.32	34.398
	Thereafter.....	6,152.81	35.497
G 9923	*Technician, Junior Communication		
	1st 6 months.....	\$4,209.57	\$24.286
	2nd 6 months.....	4,382.04	25.281
	Promote, transfer or terminate	4,538.39	26.183
	Promote on bid basis to Communication Technician, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
P 9956	Technician, Supervising Communication		
	1st 6 months.....	\$6,932.64	\$39.996
	Thereafter.....	7,951.03	40.679
O 9957	Technician, Systems Communication		
	.....	\$6,447.13	\$37.195
J 9937	*Testboardman		
	1st 6 months.....	\$3,562.69	\$20.554
	2nd 6 months.....	3,828.41	22.087
	3rd 6 months	4,134.52	23.853
	4th 6 months.....	4,460.21	25.732
	5th 6 months.....	4,716.40	27.210
	6th 6 months.....	4,994.25	28.813
	Thereafter.....	5,200.17	30.001
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,589.77	\$14.941
	2nd 3 months.....	2,769.87	15.980
	3rd 3 months	2,990.69	17.254
	4th 6 months.....	3,202.51	18.476
	5th 6 months.....	3,408.60	19.665
	Promote, transfer or terminate	3,612.09	20.839
C 9964	†*Utilityman		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 PROCUREMENT AND MATERIAL
 MANAGEMENT DEPARTMENT
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7117	Clerk, Accounting & Statistical		
	1st 6 months.....	\$5,129.80	\$29.595
	2nd 6 months.....	5,242.47	30.245
	Thereafter.....	5,362.76	30.939
I 7152	Clerk & Cashier, Salvage Offices		
	1st 6 months.....	\$4,524.35	\$26.102
	2nd 6 months.....	4,631.99	26.723
	3rd 6 months.....	4,738.93	27.340
	4th 6 months.....	4,849.87	27.980
	5th 6 months.....	4,966.87	28.655
	Thereafter.....	5,129.80	29.595
F 7231	†*Clerk, Report		
	1st 6 months.....	\$3,428.01	\$19.777
	As qualified.....	3,612.09	20.839
	As qualified.....	3,797.39	21.908
	As qualified.....	3,990.83	23.024
	As qualified.....	4,180.45	24.118
	Thereafter.....	4,423.29	25.519

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7235	Clerk, Salvage Bid		
	1st 6 months.....	\$4,631.99	\$26.723
	2nd 6 months.....	4,738.93	27.340
	3rd 6 months.....	4,849.87	27.980
	4th 6 months.....	4,966.87	28.655
	5th 6 months.....	5,129.80	29.595
	Thereafter.....	5,242.47	30.245
A 7247	†*Clerk, Trainee		
	1st 3 months.....	\$2,444.35	\$14.102
	2nd 3 months.....	2,646.45	15.268
	3rd 3 months.....	2,841.11	16.391
	4th 3 months.....	3,039.40	17.535
	5th 3 months.....	3,230.41	18.637
	Promote, transfer or terminate	3,428.01	19.777
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,118.44	\$17.991
	2nd 6 months.....	3,551.60	20.490
	Thereafter.....	3,990.83	23.024
I 7378	Clerk, Warehouse		
	1st 6 months.....	\$4,524.35	\$26.102
	2nd 6 months.....	4,631.99	26.723
	3rd 6 months.....	4,738.93	27.340
	4th 6 months.....	4,849.87	27.980
	Thereafter.....	4,966.87	28.655
J 9312	Driver, Heavy Transportation		
	.....	\$4,994.25	\$28.813

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9323	Driver, Light Transportation		
	1st 6 months	\$4,382.04	\$25.281
	Thereafter	4,538.39	26.183
L 9325	Driver, Supervising Transportation		
	.....	\$5,575.09	\$32.164
H 9326	Driver, Transportation		
	.....	\$4,716.40	\$27.210
G 9531	Handler, Material		
	1st 6 months	\$4,180.45	\$24.118
	2nd 6 months	4,280.12	24.693
	3rd 6 months	4,423.29	25.519
	4th 6 months	4,524.35	26.102
	Thereafter	4,631.99	26.723
M 9701	Operator, Construction Equipment 1		
	1st 6 months ¹	\$5,868.03	\$33.854
	2nd 6 months ²	5,962.32	34.398
	Thereafter	6,062.51	34.976
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		
L 9702	Operator, Construction Equipment 2		
	1st 6 months	\$5,477.33	\$31.600
	2nd 6 months	5,623.28	32.442
	Thereafter	5,772.00	33.300

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....	\$5,109.69	\$29.479
	2nd 6 months.....	5,200.17	30.001
	Thereafter.....	5,288.92	30.513
I 9704	Operator, Construction Equipment 4		
	1st 6 months.....	\$4,904.12	\$28.293
	Thereafter.....	4,994.25	28.813
L 8940	Supervisor, Material & Equipment Sales	\$5,593.13	\$32.845
L 9909	Supervisor, Warehouse I		
	Thereafter.....	\$5,593.13	\$32.845
K 9063	Supervisor, Warehouse II		
	Thereafter.....	\$5,544.41	\$31.987
J 9066	Supervisor, Warehouse III		
	Thereafter.....	\$5,255.81	\$30.322
C 7946	†*Typist		
	1st 3 months.....	\$2,739.01	\$15.802
	2nd 6 months.....	2,931.93	16.915
	3rd 6 months.....	3,148.77	18.166
	4th 6 months.....	3,366.13	19.420
	5th 6 months.....	3,584.19	20.678
	Thereafter.....	3,797.39	21.908

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,589.77	\$14.941
	2nd 3 months.....	2,769.87	15.980
	3rd 3 months	2,990.69	17.254
	4th 6 months.....	3,202.51	18.476
	5th 6 months.....	3,408.60	19.665
	Promote, transfer or terminate	3,612.09	20.839
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,639.48	20.997
	Thereafter.....	4,134.52	23.853
	Promote to Material Handler, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7051	†Aide, Laboratory		
	1st 6 months.....	\$4,180.45	\$24.118
	As qualified.....	4,280.12	24.693
	Thereafter.....	4,423.29	25.519
I 7294	Clerk, Division Accounting		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	3rd 6 months.....	5,129.80	29.595
	Thereafter.....	5,242.47	30.245
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,428.01	\$19.777
	As qualified.....	3,718.35	21.452
	As qualified.....	3,990.83	23.024
	As qualified – promote.....	4,230.12	24.693
	Promote to Records Clerk, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,739.01	\$15.802
	2nd 3 months.....	2,931.24	16.911
	3rd 3 months.....	3,148.77	18.166
	4th 3 months.....	3,366.13	19.420
	5th 3 months.....	3,584.19	20.678
	Promote, transfer or terminate	3,797.39	21.908
H 8140	Clerk, Records		
	1st 6 months.....	\$4,524.35	\$26.102
	As qualified.....	4,631.99	26.723
	Thereafter.....	4,738.93	27.340
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 8310	†*Clerk, Report		
	1st 6 months.....	\$3,428.01	\$19.777
	As qualified.....	3,612.09	20.839
	As qualified.....	3,797.39	21.908
	As qualified.....	3,990.83	23.024
	As qualified.....	4,180.45	24.118
	Thereafter.....	4,423.29	25.519
	Promote to Records Clerk, transfer or hold		
K 7295	Clerk, Supervising Division		
	.....	\$5,693.13	\$32.845
J 9328	Clerk, Supervising Warehouse		
	.....	\$5,362.76	\$30.939

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,118.44	\$17.991
	2nd 6 months.....	3,551.60	20.490
	Thereafter.....	3,990.83	23.024
I 9327	Clerk, Warehouse		
	1st 6 months.....	\$4,349.87	\$27.980
	Thereafter.....	4,966.87	28.655
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,382.04	\$25.281
	Thereafter.....	4,538.39	26.183
P 9240	Foreman, Motor/Generator Specialist		
	1st 6 months.....	\$6,347.99	\$36.623
	Thereafter.....	6,584.76	37.989
P 9235	Foreman, Transformer Specialist		
	1st 6 months.....	\$6,347.99	\$36.623
	Thereafter.....	6,584.76	37.989
P 9242	Foreman, Welder		
	1st 6 months.....	\$6,251.79	\$36.068
	Thereafter.....	6,449.39	37.208
G 9520	Handler, Material	\$4,631.99	\$26.723
E 9557	Helper, Motor/Generator		
	1st 6 months.....	\$3,425.41	\$19.762
	2nd 6 months.....	3,694.95	21.317
	3rd 6 months.....	3,990.83	23.024
	Thereafter.....	4,285.49	24.724

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9538	Helper, Transformer		
	1st 6 months.....	\$3,425.41	\$19.762
	2nd 6 months.....	3,694.95	21.317
	3rd 6 months	3,990.83	23.024
	Thereafter	4,285.49	24.724
L 9613	Machinist, Apparatus Repair		
	.....	\$5,868.03	\$33.854
K 9612	Machinist, Apprentice Apparatus Repair		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	Thereafter	5,288.92	30.513
L 9644	Mechanic, Instrument		
	1st 6 months.....	\$5,288.92	\$30.513
	Thereafter.....	5,772.00	33.300
M 9645	Mechanic, Instrument A		
	.....	\$5,962.32	\$34.398
J 9646	Mechanic, Maintenance		
	.....	\$5,109.69	\$29.479
H 9718	Operator, Fork Lift		
	1st 6 months.....	\$4,538.39	\$26.183
	Thereafter	4,716.40	27.210

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9782	Painter		
	1st 6 months	\$4,538.39	\$26.183
	2nd 6 months	4,716.40	27.210
	3rd 6 months	4,904.12	28.293
	Thereafter	5,109.69	29.479
J 9811	Repairer, Tool & Equipment		
	1st 6 months ¹	\$4,382.04	\$25.281
	2nd 6 months	4,538.39	26.183
	3rd 6 months	4,716.40	27.210
	4th 6 months	4,904.12	28.293
	Thereafter	5,109.69	29.479
	¹ Subject to Union concurrence		
E 9831	†Repairman, Distribution Transformer		
	.....	\$4,235.49	\$24.724
L 9832	Repairman, Electrical		
	.....	\$5,868.03	\$33.854
K 9817	Specialist, Motor/Generator 1		
	1st 6 months	\$4,716.40	\$27.210
	Thereafter	5,153.03	29.729
K 9839	Specialist, Motor/Generator 2		
	1st 6 months	\$5,376.11	\$31.016
	Thereafter	6,010.68	34.677
K 9812	Specialist, Transformer 1		
	1st 6 months	\$4,716.40	\$27.210
	Thereafter	5,153.03	29.729

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9829	Specialist, Transformer 2		
	1st 6 months.....	\$5,376.11	\$31.016
	Thereafter.....	6,010.68	34.677
N 9947	Technician, Electrical Apparatus Test		
	1st 6 months.....	\$5,288.92	\$30.513
	2nd 6 months.....	5,525.17	31.876
	3rd 6 months.....	5,772.00	33.300
	4th 6 months.....	5,962.32	34.398
	Thereafter.....	6,152.81	35.497
O 9948	Technician, Electrical Apparatus Test A		
	1st 6 months.....	\$6,252.13	\$36.070
	Thereafter.....	6,449.39	37.208
K 9919	Technician, Instrument		
	1st 6 months.....	\$5,109.69	\$29.479
	Thereafter.....	5,288.92	30.513
N 9934	Technician, Laboratory		
	1st 6 months.....	\$5,288.92	\$30.513
	2nd 6 months.....	5,525.17	31.876
	3rd 6 months.....	5,772.00	33.300
	4th 6 months.....	5,962.32	34.398
	Thereafter.....	6,152.81	35.497
O 9935	Technician, Laboratory A – Selective		
	1st 6 months.....	\$6,252.13	\$36.070
	Thereafter.....	6,447.13	37.195

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9945	Technician, Laboratory Relay		
	1st 6 months.....	\$5,288.92	\$30.513
	2nd 6 months.....	5,477.33	31.600
	3rd 6 months.....	5,671.29	32.719
	Thereafter.....	5,868.03	33.854
C 9964	†*Utilityman		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
K 9985	Welder, Apprentice		
	1st 6 months.....	\$4,332.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,109.69	29.479
	As qualified – promote.....	5,288.92	30.513
L 9991	Welder, Certified		
	.....	\$5,868.03	\$33.854
L 9986	Welder, Layout		
	.....	\$5,772.00	\$33.300
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,639.48	20.997
	Thereafter.....	4,134.52	23.853

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 SHOP SERVICES AND
 INSTRUMENTATION —
 LOCKHEED MARTIN
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9622	Machinist, Maintenance (SSID-LP)	\$5,868.03	\$33.854
L 8719	Operator, Energy Services Plant (SSID-LP)		
	1st 6 months	\$5,350.11	\$30.866
	Thereafter	5,605.08	32.337

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
SYSTEM OPERATION DIVISION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9941	Technician, Control System ¹ (Syst Opr)		
	1st 6 months.....	\$4,904.12	\$28.293
	2nd 6 months.....	5,109.69	29.479
	3rd 6 months.....	5,288.92	30.513
	4th 6 months.....	5,772.00	33.300
	5th 6 months.....	5,962.32	34.398
	Thereafter.....	6,152.81	35.497
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section – Physical Staff P/R #825		
O 9978	Technician, Control System A ¹ (Syst Opr)		
	.....	\$6,670.39	\$38.483
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section – Physical Staff P/R #825		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 TRANSPORTATION SERVICES DEPARTMENT
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9055	†*Attendant, Automotive		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,562.69	20.554
	Thereafter.....	3,990.83	23.024
H 7147	Clerk, Automotive Repair		
	1st 6 months.....	\$4,524.35	\$26.102
	Thereafter.....	4,631.99	26.723
	Thereafter.....	4,738.93	27.340
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,252.77	\$18.766
	2nd 3 months.....	3,428.01	19.777
	3rd 6 months.....	3,612.09	20.839
	4th 6 months.....	3,797.39	21.908
	5th 6 months.....	3,990.83	23.024
	Thereafter.....	4,180.45	24.118

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7172	Clerk, Expediting		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,996.87	28.655
	3rd 6 months.....	5,129.80	29.595
	4th 6 months.....	5,242.47	30.245
	Thereafter.....	5,352.76	30.939
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,837.73	\$16.660
	2nd 3 months.....	3,105.61	17.917
	3rd 3 months.....	3,331.81	19.222
	4th 3 months.....	3,550.56	20.484
	5th 6 months.....	3,767.05	21.733
	Promote, transfer or terminate	3,990.83	23.024
I 8110	Clerk, Transportation Accounting I		
	1st 6 months.....	\$4,849.87	\$27.980
	2nd 6 months.....	4,966.87	28.655
	Thereafter.....	5,242.47	30.245
G 8111	Clerk, Transportation Accounting II		
	1st 6 months.....	\$4,271.11	\$24.641
	2nd 6 months.....	4,423.29	25.519
	3rd 6 months.....	4,550.52	26.253
	Thereafter.....	4,733.93	27.340
E 8112	†*Clerk, Transportation Accounting III		
	1st 6 months.....	\$3,252.77	\$18.766
	2nd 6 months.....	3,516.76	20.289
	3rd 6 months.....	3,797.39	21.908
	Promote, transfer or terminate	4,180.45	24.118

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9478	Foreman, District Automotive A		
	1st 6 months.....	\$6,152.81	\$35.497
	Thereafter.....	6,347.99	36.623
M 9480	Foreman, District Automotive B		
	1st 6 months.....	\$5,772.00	\$33.300
	Thereafter.....	5,962.32	34.398
L 9483	Foreman, District Automotive C		
	.....	\$5,671.29	\$32.719
O 9507	Foreman, Traveling Automotive		
	1st 6 months.....	\$6,152.81	\$35.497
	Thereafter.....	6,347.99	36.623
G 9520	Handler, Material		
	.....	\$4,631.99	\$26.723
I 9522	Handler, Senior Material		
	1st 6 months.....	\$4,849.87	\$27.980
	Thereafter.....	4,966.87	28.655
L 9618	Machinist, Automotive		
	.....	\$5,772.00	\$33.300
K 9634	Mechanic, Automotive		
	1st 6 months.....	\$4,809.48	\$27.747
	2nd 6 months.....	4,994.25	28.813
	3rd 6 months.....	5,200.17	30.001
	Thereafter.....	5,376.11	31.016

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9641	Mechanic, District Automotive	\$5,575.09	\$32.164
L 9663	Mechanic, Traveling	\$5,575.09	\$32.164
J 9786	Painter, Automotive	\$5,109.69	\$29.479
G 9856	Serviceman, Automotive		
	1st 6 months.....	\$4,134.52	\$23.853
	2nd 6 months.....	4,285.49	24.724
	Thereafter.....	4,460.21	25.732
G 9864	Serviceman, Traveling Automotive		
	1st 6 months.....	\$4,134.52	\$23.853
	2nd 6 months.....	4,285.49	24.724
	Thereafter.....	4,460.21	25.732
L 9878	Subforeman, Automotive	\$5,575.09	\$32.164
L 9892	Subforeman, Hydraulic Shop	\$5,575.09	\$32.164
J 9952	Trimmer, Automotive	\$5,200.17	\$30.001
K 9953	Trimmer, Automotive A	\$5,460.00	\$31.500

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**ADDENDUM TO EXHIBIT A
CONSTRUCTION FIELD FORCES
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7659	*Clerk, Division Correspondence		
	1st 6 months.....	\$2,614.39	\$15.083
	2nd 6 months.....	2,849.77	16.441
	3rd 6 months	3,169.40	18.285
	4th 6 months.....	3,424.03	19.754
	5th 6 months.....	3,599.27	20.765
	Thereafter	3,962.57	22.861
F 7660	*Clerk, Division Office		
	1st 6 months.....	\$2,849.77	\$16.441
	2nd 6 months.....	3,041.83	17.549
	3rd 6 months	3,377.23	19.484
	4th 6 months.....	3,599.27	20.765
	5th 6 months.....	3,848.69	22.204
	6th 6 months.....	4,192.93	24.190
	Thereafter	4,393.83	25.349

* Entering level job

**Addendum to Exhibit A
Construction Field Forces**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	As qualified.....	3,599.27	20.765
	As qualified.....	3,782.13	21.820
	As qualified – promote.....	4,057.73	23.410
	Promote to Records Clerk, transfer or terminate		
D 7670	*Clerk, Typist – Division		
	1st 6 months.....	\$2,363.57	\$13.636
	2nd 6 months.....	2,692.04	15.531
	3rd 6 months.....	2,943.72	16.983
	4th 6 months.....	3,169.40	18.285
	5th 6 months.....	3,424.03	19.754
	Thereafter.....	3,732.13	21.820
E 9528	*Groundman		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,782.13	21.820
	Thereafter.....	4,062.24	23.436

* Entering level job

Addendum to Exhibit A Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 9511	*Handler, Assistant Material		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Promote to job code indicated	3,919.07	22.610
	Promote to Material Handler, transfer or terminate		
E 9541	Helper, Construction		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
E 9545	Helper, Electrical Construction		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
E 9575	Helper, Mechanical Construction		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
C 9754	*Laborer		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter.....	3,782.13	21.820

* Entering level job

**ADDENDUM TO EXHIBIT A
HYDRO
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9016	Attendant, Tool Room		
	1st 6 months.....	\$3,424.03	\$19.754
	2nd 6 months.....	3,599.27	20.765
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,227.43	24.389
E 7651	*Clerk, Correspondence		
	1st 3 months.....	\$2,849.77	\$16.441
	2nd 3 months.....	3,009.59	17.363
	3rd 3 months	3,169.40	18.285
	4th 6 months.....	3,377.23	19.484
	5th 6 months.....	3,599.27	20.765
	Thereafter.....	3,962.57	22.861
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	As qualified.....	3,599.27	20.765
	As qualified.....	3,782.13	21.820
	As qualified – promote.....	4,057.73	23.410
	Promote to Records Clerk, transfer or terminate		

* Entering level job

Addendum to Exhibit A
Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,507.96	\$14.469
	2nd 3 months.....	2,692.04	15.531
	3rd 3 months.....	2,943.72	16.983
	4th 3 months.....	3,169.40	18.285
	5th 6 months.....	3,424.03	19.754
	Promote, transfer or terminate	3,782.13	21.820
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....	\$2,363.57	\$13.636
	2nd 3 months.....	2,507.96	14.469
	3rd 3 months.....	2,770.56	15.984
	4th 3 months.....	3,009.59	17.363
	5th 3 months.....	3,249.48	18.747
	Promote, transfer or terminate	3,599.27	20.765
F 7666	*Clerk, Report		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months.....	3,377.23	19.484
	As qualified.....	3,599.27	20.765
	As qualified.....	3,848.69	22.204
	Thereafter.....	4,192.93	24.190
A 7667	*Clerk, Trainee		
	1st 3 months.....	\$2,100.80	\$12.120
	2nd 3 months.....	2,251.08	12.987
	3rd 3 months.....	2,454.57	14.161
	4th 3 months.....	2,692.04	15.531
	5th 3 months.....	2,943.72	16.983
	Promote, transfer or terminate	3,249.48	18.747

* Entering level job

**Addendum to Exhibit A
Hydro**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months	3,599.27	20.765
	Thereafter.....	3,782.13	21.820
D 8152	*Cook		
	1st 6 months.....	\$3,009.59	\$17.363
	2nd 6 months.....	3,599.27	20.765
	Thereafter.....	3,919.07	22.610
E 9541	Helper, Construction		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
E 8552	Helper, Cook		
	1 per day	\$3,386.41	\$19.537
E 9579	Helper, Electrical		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
E 9553	Helper, Maintenance		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436

* Entering level job

Addendum to Exhibit A
Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 8554	*Housekeeper		
	1st 6 months	\$2,251.08	\$12.987
	2nd 6 months	2,507.96	14.469
	3rd 6 months	2,770.56	15.984
	Thereafter	3,035.93	17.515
B 7961	*Typist, Junior		
	1st 3 months	\$2,251.08	\$12.987
	2nd 3 months	2,454.57	14.161
	3rd 3 months	2,692.04	15.531
	4th 3 months	2,943.72	16.983
	5th 6 months	3,169.40	18.285
	Promote, transfer or terminate	3,424.03	19.754
E 9977	Utilityman, Territorial		
	1st 6 months	\$3,009.59	\$17.363
	2nd 6 months	3,424.03	19.754
	Thereafter	3,989.44	23.016

* Entering level job

**ADDENDUM TO EXHIBIT A
STEAM
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8022	*Assistant, Operating		
	1st 6 months.....	\$3,108.56	\$17.934
	2nd 6 months.....	3,424.03	19.754
	3rd 6 months	3,782.13	21.820
	Thereafter	4,154.11	23.966
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	As qualified.....	3,589.27	20.765
	As qualified.....	3,782.13	21.820
	As qualified – promote.....	4,057.73	23.410
	Promote to Records Clerk, transfer or terminate		
E 9579	Helper, Electrical		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436

* Entering level job

**Addendum to Exhibit A
Steam**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9581	*Helper, Maintenance		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	3rd 6 months	3,599.27	20.765
	4th 6 months.....	3,782.13	21.820
	Thereafter.....	4,062.24	23.436
C 9963	*Utilityman		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter.....	3,782.13	21.820

* Entering level job

**ADDENDUM TO EXHIBIT A
TRANSMISSION/SUBSTATION
AND SYSTEM OPERATION DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8276	*Clerk, Construction/Maintenance		
	1st 6 months.....	\$3,041.83	\$17.549
	2nd 6 months.....	3,377.40	19.485
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,848.69	22.204
	5th 6 months.....	4,192.93	24.190
	Promote, transfer or terminate	4,738.93	27.340
E 7659	*Clerk, Division Correspondence		
	1st 6 months.....	\$2,614.39	\$15.083
	2nd 6 months.....	2,849.77	16.441
	3rd 6 months.....	3,169.40	18.285
	4th 6 months.....	3,424.03	19.754
	5th 6 months.....	3,599.27	20.765
	Thereafter.....	3,962.57	22.861

* Entering level job

**Addendum to Exhibit A
Transmission/Substation and System Operation**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7660	*Clerk, Division Office		
	1st 6 months.....	\$2,849.77	\$16.441
	2nd 6 months.....	3,041.83	17.549
	3rd 6 months.....	3,377.23	19.484
	4th 6 months.....	3,599.27	20.765
	5th 6 months.....	3,848.69	22.204
	6th 6 months.....	4,192.93	24.190
	Thereafter.....	4,393.83	25.349
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	As qualified.....	3,599.27	20.765
	As qualified.....	3,782.13	21.820
	As qualified – promote.....	4,057.73	23.410
	Promote to Records Clerk, transfer or terminate		
D 7670	*Clerk, Typist – Division		
	1st 6 months.....	\$2,363.57	\$13.636
	2nd 6 months.....	2,692.04	15.531
	3rd 6 months.....	2,943.72	16.983
	4th 6 months.....	3,169.40	18.285
	5th 6 months.....	3,424.03	19.754
	Thereafter.....	3,782.13	21.820

* Entering level job

**Addendum to Exhibit A
Transmission/Substation and System Operation**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9528	*Groundman		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,782.13	21.820
	Thereafter.....	4,062.24	23.436
E 9579	Helper, Electrical		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months.....	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
F 8772	Operator, Trainee		
	1st 4 months.....	\$3,599.27	\$20.765
	2nd 2 months.....	3,848.69	22.204
	Promote, transfer or terminate	4,154.11	23.966
C 9974	*Utilityman		
	Promote, transfer or terminate	\$2,692.04	\$15.531
E 9977	Utilityman, Territorial		
	1st 6 months.....	\$3,009.59	\$17.363
	2nd 6 months.....	3,424.03	19.754
	Thereafter.....	3,989.44	23.016

* Entering level job

**ADDENDUM TO EXHIBIT A
CORPORATE REAL ESTATE
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9061	*Attendant, Building Facilities		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,377.23	19.484
	Thereafter	3,712.80	21.420
E 9569	Helper, Building Carpenter		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter	4,062.24	23.436
E 9570	Helper, Building Electrical		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter	4,062.24	23.436

* Entering level job

Addendum to Exhibit A Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9571	Helper, Building Maintenance		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
E 9572	Helper, Building Painter		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	3rd 6 months	3,962.57	22.861
	Thereafter.....	4,062.24	23.436
D 9680	Maintenanceman, Building		
	.....	\$3,848.69	\$22.204
C 9805	Porter		
	.....	\$3,712.80	\$21.420
D 9806	Porter, Special-Service		
	.....	\$3,848.69	\$22.204
E 9807	Subforeman, Porter		
	.....	\$3,919.07	\$22.610

* Entering level job

**ADDENDUM TO EXHIBIT A
CUSTOMER SERVICE
OPERATIONS DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9454	*Clerk, Meter Support		
	1st 6 months	\$3,249.48	\$18.747
	Thereafter	4,092.57	23.611
E 9450	*Technician, Meter 1/1A		
	1st 6 months	\$2,982.20	\$17.205
	Promote, transfer or terminate	3,249.48	18.747

* Entering level job

**ADDENDUM TO EXHIBIT A
DISTRIBUTION BUSINESS UNIT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8156	*Accountant, Payroll Support		
	1st 6 months	\$3,148.95	\$18.167
	2nd 6 months.....	3,494.40	20.160
	3rd 6 months	3,724.59	21.488
	4th 6 months.....	3,856.67	22.250
	5th 3 months.....	3,984.41	22.987
	Promote, transfer or terminate	4,340.27	25.040
F 8276	*Clerk, Construction/Maintenance		
	1st 6 months	\$3,041.83	\$17.549
	2nd 6 months.....	3,377.40	19.485
	3rd 6 months	3,599.27	20.765
	4th 6 months.....	3,848.69	22.204
	5th 6 months.....	4,192.93	24.190
	Promote, transfer or terminate	4,738.93	27.340

* Entering level job

Addendum to Exhibit A Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9303	*Clerk, Construction/Maintenance Support		
	1st 6 months.....	\$3,348.45	\$19.318
	2nd 6 months.....	3,534.61	20.392
	3rd 6 months	3,797.73	21.910
	4th 6 months.....	3,979.04	22.956
	5th 3 months.....	4,078.36	23.529
	Promote, transfer or terminate	4,174.39	24.083
F 9305	*†Clerk, Distribution Operations Support		
	1st 6 months.....	\$3,282.41	\$18.937
	2nd 6 months.....	3,465.28	19.992
	3rd 6 months	3,723.03	21.479
	4th 6 months.....	3,901.21	22.507
	5th 6 months.....	4,092.57	23.611
F 8387	Clerk, Field Services Support		
	1st 6 months.....	\$3,282.41	\$18.937
	2nd 6 months.....	3,465.28	19.992
	3rd 6 months	3,723.03	21.479
	4th 6 months.....	3,901.21	22.507
	5th 6 months.....	3,998.28	23.067
	Promote, transfer or terminate	4,092.57	23.611
F 8134	Clerk, Field Service Support (ADDL 1)		
	1st 6 months.....	\$3,369.08	\$19.437
	2nd 6 months.....	3,551.95	20.492
	3rd 6 months	3,809.69	21.979
	4th 6 months.....	3,987.88	23.007
	5th 3 months.....	4,084.95	23.567
	Promote, transfer or terminate	4,179.24	24.111

* Entering level job

Addendum to Exhibit A Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8118	Clerk, Field Service Support (ADDL 2)		
	1st 6 months.....	\$3,455.75	\$19.937
	2nd 6 months.....	3,638.61	20.992
	3rd 6 months.....	3,896.36	22.479
	4th 6 months.....	4,074.55	23.507
	5th 3 months.....	4,171.61	24.067
	Promote, transfer or terminate	4,265.91	24.611
F 8277	*Clerk, Joint Pole		
	1st 6 months.....	\$3,041.83	\$17.549
	2nd 6 months.....	3,377.40	19.485
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,848.69	22.204
	5th 6 months.....	4,192.93	24.190
	Promote, transfer or terminate	4,738.93	27.340
F 8278	*Clerk, Streetlight Bookkeeping		
	1st 6 months.....	\$3,041.83	\$17.549
	2nd 6 months.....	3,377.40	19.485
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,848.69	22.204
	5th 6 months.....	4,192.93	24.190
	Thereafter.....	4,738.93	27.340
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months.....	3,599.27	20.765
	Thereafter.....	3,782.13	21.820

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9528	*Groundman		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,782.13	21.820
	Thereafter.....	4,062.24	23.436
E 9529	*Groundman A		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,349.48	18.747
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,782.13	21.820
	Thereafter.....	4,062.24	23.436
C 9754	*Laborer		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months.....	3,424.03	19.754
	Maximum.....	3,782.13	21.820
F 8275	*Technician, Assistant Mapping		
	1st 6 months.....	\$3,041.83	\$17.549
	2nd 6 months.....	3,377.40	19.485
	3rd 6 months.....	3,599.27	20.765
	4th 6 months.....	3,848.69	22.204
	5th 6 months.....	4,192.93	24.190
	Promote, transfer or terminate	4,738.93	27.340

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,251.08	\$12.987
	2nd 3 months.....	2,454.57	14.161
	3rd 3 months.....	2,692.04	15.531
	4th 3 months.....	2,943.72	16.983
	5th 6 months.....	3,169.40	18.285
	Promote, transfer or terminate	3,424.03	19.754
C 9963	*Utilityman		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months.....	3,424.03	19.754
	Thereafter.....	3,782.13	21.820
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months.....	3,424.03	19.754
	Thereafter.....	3,919.07	22.610

* Entering level job

**ADDENDUM TO EXHIBIT A
INFORMATION TECHNOLOGY
AND SYSTEM OPERATION DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7656	*Clerk, Communication Traffic		
	1st 6 months.....	\$3,557.67	\$20.525
	2nd 6 months.....	3,782.13	21.820
	Thereafter.....	3,962.57	22.861
E 7651	*Clerk, Correspondence		
	1st 3 months.....	\$2,849.77	\$16.441
	2nd 3 months.....	3,009.59	17.363
	3rd 3 months.....	3,169.40	18.285
	4th 6 months.....	3,377.23	19.484
	5th 6 months.....	3,599.27	20.765
	Thereafter.....	3,962.57	22.861
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	As qualified.....	3,599.27	20.765
	As qualified.....	3,782.13	21.820
	As qualified – promote.....	4,057.73	23.410
	Promote to Records Clerk, transfer or terminate		

* Entering level job

Addendum to Exhibit A Information Technology and System Operation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,507.96	\$14.469
	2nd 3 months.....	2,692.04	15.531
	3rd 3 months	2,943.72	16.983
	4th 3 months.....	3,169.40	18.285
	5th 6 months.....	3,424.03	19.754
	Promote, transfer or terminate	3,782.13	21.820
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....	\$2,663.57	\$13.636
	2nd 3 months.....	2,507.96	14.469
	3rd 3 months	2,770.56	15.984
	4th 3 months.....	3,009.59	17.363
	5th 3 months.....	3,249.48	18.747
	Promote, transfer or terminate	3,599.27	20.765
F 7666	*Clerk, Report		
	1st 6 months.....	\$2,932.20	\$17.205
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months	3,377.23	19.484
	As qualified.....	3,599.27	20.765
	As qualified.....	3,848.69	22.204
	Thereafter.....	4,192.93	24.190
A 7667	*Clerk, Trainee		
	1st 3 months.....	\$2,100.80	\$12.120
	2nd 3 months.....	2,251.08	12.987
	3rd 3 months	2,454.57	14.161
	4th 3 months.....	2,692.04	15.531
	5th 3 months.....	2,943.72	16.983
	Promote, transfer or terminate	3,249.48	18.747

* Entering level job

**Addendum to Exhibit A
Information Technology and System Operation**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months	3,599.27	20.765
	Thereafter.....	3,782.13	21.820
C 9754	*Laborer		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter.....	3,782.13	21.820
E 7690	Operator, Assistant Supervising Telephone		
	.....	\$4,182.71	\$24.131
C 7714	*Operator, Junior Telephone		
	1st 3 months.....	\$2,363.57	\$13.636
	2nd 3 months.....	2,507.96	14.469
	3rd 3 months	2,770.56	15.984
	4th 3 months.....	3,009.59	17.363
	5th 3 months.....	3,249.48	18.747
	Promote, transfer or terminate	3,599.27	20.765
F 7641	Operator, On Call Telephone		
	1 Per day.....	\$3,893.41	\$22.462
E 7642	Operator, Relief Telephone		
	.....	\$3,872.79	\$22.343

* Entering level job

Addendum to Exhibit A
Information Technology and System Operation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7643	*Operator, Telephone		
	1st 3 months.....	\$2,507.96	\$14.469
	2nd 3 months.....	2,692.04	15.531
	3rd 3 months.....	2,943.72	16.983
	4th 3 months.....	3,169.40	18.285
	5th 6 months.....	3,424.03	19.754
	Thereafter.....	3,732.13	21.820
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,251.08	\$12.987
	2nd 3 months.....	2,454.57	14.161
	3rd 3 months.....	2,692.04	15.531
	4th 3 months.....	2,943.72	16.983
	5th 6 months.....	3,169.40	18.285
	Promote, transfer or terminate	3,424.03	19.754
C 9963	*Utilityman		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months.....	3,424.03	19.754
	Thereafter.....	3,782.13	21.820

* Entering level job

**ADDENDUM TO EXHIBIT A
PROCUREMENT AND MATERIAL
MANAGEMENT DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7666	*Clerk, Report		
	1st 6 months	\$2,982.20	\$17.205
	2nd 6 months	3,169.40	18.285
	3rd 6 months	3,377.23	19.484
	As qualified	3,599.27	20.765
	As qualified	3,848.69	22.204
	Thereafter	4,192.93	24.190
A 7667	*Clerk, Trainee		
	1st 3 months	\$2,100.80	\$12.120
	2nd 3 months	2,251.08	12.987
	3rd 3 months	2,454.57	14.161
	4th 3 months	2,692.04	15.531
	5th 3 months	2,943.72	16.983
	Promote, transfer or terminate	3,249.48	18.747
D 7669	*Clerk, Typist		
	1st 6 months	\$2,692.04	\$15.531
	2nd 6 months	3,169.40	18.285
	3rd 6 months	3,599.27	20.765
	Thereafter	3,782.13	21.820

* Entering level job

**Addendum to Exhibit A
Procurement and Material Management**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7947	*Typist		
	1st 3 months.....	\$2,363.57	\$13.636
	2nd 6 months.....	2,507.96	14.469
	3rd 6 months	2,770.56	15.984
	4th 6 months.....	3,009.59	17.363
	5th 6 months.....	3,249.48	18.747
	Thereafter	3,599.27	20.765
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,251.08	\$12.987
	2nd 3 months.....	2,454.57	14.161
	3rd 3 months	2,692.04	15.531
	4th 3 months.....	2,943.72	16.983
	5th 6 months.....	3,169.40	18.285
	Promote, transfer or terminate	3,424.03	19.754
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter	3,919.07	22.610
		Promote to Material Handler, transfer or terminate	

* Entering level job

**ADDENDUM TO EXHIBIT A
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7654	Aide, Laboratory		
	1st 6 months.....	\$3,599.27	\$20.765
	2nd 6 months.....	3,782.13	21.820
	As qualified.....	3,962.57	22.861
	Thereafter.....	4,192.93	24.190
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	As qualified.....	3,599.27	20.765
	As qualified.....	3,782.13	21.820
	As qualified – promote.....	4,057.73	23.410
	Promote to Records Clerk, transfer or terminate		
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....	\$2,363.57	\$13.636
	2nd 3 months.....	2,507.96	14.469
	3rd 3 months.....	2,770.56	15.984
	4th 3 months.....	3,009.59	17.363
	5th 3 months.....	3,249.48	18.747
	Promote, transfer or terminate	3,599.27	20.765

* Entering level job

Addendum to Exhibit A Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8311	*Clerk, Report		
	1st 6 months.....	\$2,932.20	\$17.205
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months	3,377.23	19.484
	As qualified	3,599.27	20.765
	As qualified	3,848.69	22.204
	Thereafter.....	4,192.93	24.190
	Promote to Records Clerk, transfer or hold		
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months	3,599.27	20.765
	Thereafter.....	3,782.13	21.820
G 9558	Handler, Material		
	1st 6 months.....	\$4,180.45	\$24.118
	Thereafter.....	4,631.99	26.723
E 9576	Helper, Motor/Generator		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	3rd 6 months	3,599.27	20.765
	4th 6 months.....	3,782.13	21.820
	Thereafter.....	4,062.24	23.436

* Entering level job

**Addendum to Exhibit A
Shop Services and Instrumentation**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9548	Helper, Transformer		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,249.48	18.747
	3rd 6 months	3,599.27	20.765
	4th 6 months.....	3,782.13	21.820
	Thereafter.....	4,062.24	23.436
C 9754	*Laborer		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter.....	3,782.13	21.820
E 9840	Repairman, Distribution Transformer		
	.....	\$4,062.24	\$23.436
C 9963	*Utilityman		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter.....	3,782.13	21.820
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter.....	3,919.07	22.610

* Entering level job

**ADDENDUM TO EXHIBIT A
TRANSPORTATION SERVICES DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84.**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9054	*Attendant, Automotive		
	1st 6 months.....	\$2,692.04	\$15.531
	2nd 6 months.....	3,009.59	17.363
	3rd 6 months	3,424.03	19.754
	Thereafter.....	3,782.13	21.820
E 7651	*Clerk, Correspondence		
	1st 3 months.....	\$2,849.77	\$16.441
	2nd 3 months.....	3,009.59	17.363
	3rd 3 months	3,169.40	18.285
	4th 6 months.....	3,377.23	19.484
	5th 6 months.....	3,599.27	20.765
	Thereafter.....	3,962.57	22.861
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,507.96	\$14.469
	2nd 3 months.....	2,692.04	15.531
	3rd 3 months	2,940.72	16.983
	4th 3 months.....	3,169.40	18.285
	5th 6 months.....	3,424.03	19.754
	Promote, transfer or terminate	3,782.13	21.820

* Entering level job

Addendum to Exhibit A Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 8113	*Clerk, Transportation Accounting III		
	1st 6 months.....	\$2,849.77	\$16.441
	2nd 6 months.....	3,169.40	18.285
	3rd 6 months.....	3,599.27	20.765
	Promote, transfer or terminate	3,962.57	22.861
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,146.35	\$18.152
	2nd 6 months.....	3,639.48	20.997
	Thereafter.....	4,134.52	23.853

* Entering level job

EXHIBIT A

2008 Wage Schedule

**EXHIBIT A — IBEW — LOCAL 47
CONSTRUCTION FIELD FORCES
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9108	Apprentice, Structural Mechanic		
	1st 6 months	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	Thereafter	5,408.17	31.201
K 9370	Electrician, Apprentice Construction		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code L9400 ..	5,500.56	31.734
L 9400	Electrician, Construction		
	.....	\$6,102.72	\$35.208
P 9475	Foreman, Cable		
	.....	\$6,914.09	\$39.889

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9658	Working Foreman – Structural Mechanic	\$6,526.69	\$37.654
N 9341	Working Foreman –Construction Electrician	\$7,046.52	\$40.653
D 9512	†*Handler, Assistant Material		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,785.08	21.837
	Promote to job code indicated	4,299.88	24.807
	Promote to Material Handler, transfer or terminate		
G 9519	Handler, Material		
	1st 6 months.....	\$4,347.72	\$25.083
	2nd 6 months.....	4,442.01	25.627
	3rd 6 months	4,600.27	26.540
	4th 6 months.....	4,732.52	27.303
	Thereafter.....	4,817.28	27.792
E 9540	†Helper, Construction		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
E 9544	†Helper, Electrical Construction		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9573	†Helper, Mechanical Construction		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
C 9596	†*Laborer		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$7,006.65	\$40.423
	Thereafter.....	7,238.75	41.762
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,750.51	33.176
	Thereafter.....	5,952.44	34.341
J 9606	Lineman, Utility		
	.....	\$5,750.51	\$33.176
K 9615	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code indicated	5,500.56	31.734

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9622	Machinist, Maintenance		
	.....	\$6,102.72	\$35.208
K 9655	Mechanic, Structural		
	.....	\$5,933.37	\$34.231
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months [†]	\$5,781.88	\$33.357
	Trainee 2nd 6 months [†]	6,338.97	36.571
	Trainee 3rd 6 months [†]	6,626.01	38.227
	Trainee 4th 6 months [†]	6,896.41	39.787
	Upon completion — progressive to 1st step ASO		
	[†] ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate	\$6,102.72	\$35.208
	Thereafter	6,200.83	35.774
M 8675	Operator, Chief Base Plant		
	.....	\$6,200.83	\$35.774

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9701	Operator, Construction Equipment 1		
	1st 6 months ¹	\$6,102.72	\$35.208
	2nd 6 months ²	6,200.83	35.774
	Thereafter.....	6,305.00	36.375
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		
L 9702	Operator, Construction Equipment 2		
	1st 6 months.....	\$5,696.43	\$32.864
	2nd 6 months.....	5,848.27	33.740
	Thereafter.....	6,002.88	34.632
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....	\$5,314.05	\$30.658
	2nd 6 months.....	5,408.17	31.201
	Thereafter.....	5,500.56	31.734
I 9704	Operator, Construction Equipment 4		
	1st 6 months.....	\$5,100.33	\$29.425
	Thereafter.....	5,194.11	29.966
H 9705	Operator, Construction Equipment 5		
	1st 6 months.....	\$4,904.99	\$28.298
	Thereafter.....	5,001.88	28.857
O 9757	Operator, Supervising Construction Equipment		
	1st 6 months.....	\$6,729.84	\$38.826
	Thereafter.....	6,827.60	39.390

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9782	Painter		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months.....	5,100.33	29.425
	Thereafter.....	5,314.05	30.658
O 9797	Patrolman, Senior		
	.....	\$6,705.05	\$38.683
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code 9834	5,500.56	31.734
I 9847	Specialist, Material		
	1st 6 months.....	\$4,705.31	\$27.146
	2nd 6 months.....	4,817.28	27.792
	3rd 6 months.....	4,928.56	28.434
	4th 6 months.....	5,043.83	29.099
	Thereafter.....	5,165.51	29.801
L 9862	Splicer, Apprentice Cable ¹		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	6th 6 months.....	5,500.56	31.734
	Promote to job code 9866	6,002.88	34.632
	¹ Entering level job		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9861	Splicer, Apprentice Construction Cable		
	1st 6 months ¹	\$4,557.28	\$26.292
	2nd 6 months ²	4,719.87	27.230
	3rd 6 months ³	4,904.99	28.298
	4th 6 months ⁴	5,100.33	29.425
	5th 6 months ⁵	5,314.05	30.658
	Promote to job code 9867 ⁶ ..	5,500.56	31.734
	¹ From 1st- and 2nd-Step Appr Cnsm Electn		
	² From 3rd-Step Appr Cnsm Electn		
	³ From 4th-Step Appr Cnsm Electn		
	⁴ From 5th-Step Appr Cnsm Electn		
	⁵ From 6th-Step Appr Cnsm Electn		
	⁶ From Cnsm Electn, 12 months in 6th-Step required		
M 9866	Splicer, Cable		
	.....	\$6,305.00	\$36.375
M 9867	Splicer, Construction Cable		
	1st 6 months.....	\$6,100.12	\$35.193
	2nd 6 months.....	6,305.00	36.375
	Thereafter.....	6,405.88	36.957
P 9958	Technician, Supervising Control System		
	1st 6 months.....	\$6,945.47	\$40.070
	Thereafter.....	7,353.49	42.424

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9932	Technician, Test		
	1st 6 months.....	\$5,100.33	\$29.425
	2nd 6 months.....	5,314.05	30.658
	3rd 6 months	5,500.56	31.734
	4th 6 months.....	6,002.88	34.632
	5th 6 months.....	6,200.83	35.774
	Thereafter.....	6,398.95	36.917
	Hold until vacant, then promote by working unit seniority to Test Technician A		
P 9936	Technician, Test A		
	1st 6 months.....	\$6,601.92	\$38.088
	Thereafter.....	6,797.96	39.219
Q 9825	Technician, Test Supervising		
	.....	\$7,333.04	\$42.306
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,693.43	\$15.539
	2nd 3 months.....	2,880.63	16.619
	3rd 3 months	3,110.29	17.944
	4th 6 months.....	3,330.60	19.215
	5th 6 months.....	3,545.01	20.452
	Promote, transfer or terminate	3,756.65	21.673

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9982	Welder, Apprentice Construction		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	As qualified – promote.....	5,500.56	31.734
	Promote to Construction or Layout Welder		
L 9993	Welder, Construction		
	.....	\$6,102.72	\$35.208
L 9986	Welder, Layout		
	.....	\$6,002.88	\$34.632
L 9989	Welder – Steam (IBEW)		
	.....	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
HYDRO
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7010	Accountant, Division Administrative		
	1st 6 months.....	\$5,447.52	\$31.428
	Thereafter.....	5,702.84	32.901
H 7013	Accountant, Division 1		
	1st 6 months.....	\$5,062.20	\$29.205
	2nd 6 months.....	5,146.96	29.694
	Thereafter.....	5,237.09	30.214
G 7014	Accountant, Division 2		
	1st 6 months.....	\$4,442.01	\$25.627
	2nd 6 months.....	4,600.27	26.540
	3rd 6 months.....	4,732.52	27.303
	Thereafter.....	4,899.09	28.264

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7015	†*Accountant, Division 3		
	1st 6 months.....	\$3,110.29	\$17.944
	2nd 6 months.....	3,382.95	19.517
	3rd 6 months	3,756.65	21.673
	As qualified – promote.....	4,150.47	23.945
	Promote to Division Accountant 2, transfer or terminate		
K 8104	Accountant, Supervising Division Administrative		
	1st 6 months.....	\$5,920.89	\$34.159
	Thereafter.....	6,058.69	34.954
I 8030	Attendant, Hydro		
	.....	\$5,194.11	\$29.966
H 8040	Attendant, Hydro – Kaweah/Tule		
	.....	\$5,194.11	\$29.966
F 9015	Attendant, Tool Room		
	1st 6 months.....	\$4,150.47	\$23.945
	2nd 6 months.....	4,456.92	25.713
	Thereafter.....	4,638.57	26.761
J 9150	Carpenter		
	.....	\$5,408.17	\$31.201
H 9200	Carpenter, Rough		
	.....	\$4,904.99	\$28.298

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7160	†*Clerk, Correspondence		
	1st 3 months	\$3,382.95	\$19.517
	2nd 3 months	3,565.12	20.568
	3rd 6 months	3,756.65	21.673
	4th 6 months	3,949.23	22.784
	5th 6 months	4,150.47	23.945
	Thereafter	4,347.72	25.083
I 7294	Clerk, Division Accounting ¹		
	1st 6 months	\$5,043.83	\$29.099
	2nd 6 months	5,165.51	29.801
	3rd 6 months	5,335.03	30.779
	Thereafter	5,452.20	31.455
	¹ On bid from Communication Construction Clerk		
F 7241	†*Clerk, Field Office		
	1st 6 months	\$3,565.12	\$20.568
	As qualified	3,867.07	22.310
	As qualified	4,150.47	23.945
	As qualified – promote	4,451.37	25.681
	Promote to Records Clerk, transfer or terminate		
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months	\$3,003.17	\$17.326
	2nd 3 months	3,229.89	18.634
	3rd 3 months	3,465.11	19.991
	4th 3 months	3,692.52	21.303
	5th 6 months	3,917.68	22.602
	Promote, transfer or terminate	4,150.47	23.945

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,348.56	\$16.434
	2nd 3 months.....	3,048.41	17.587
	3rd 3 months.....	3,274.79	18.893
	4th 3 months.....	3,500.81	20.197
	5th 3 months.....	3,727.53	21.505
	Promote, transfer or terminate	3,949.23	22.784
H 7268	Clerk, Records		
	1st 6 months.....	\$4,705.31	\$27.146
	As qualified.....	4,817.28	27.792
	As qualified – promote.....	4,928.56	28.434
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 7231	†*Clerk, Report		
	1st 6 months.....	\$3,565.12	\$20.568
	As qualified.....	3,756.65	21.673
	As qualified.....	3,949.23	22.784
	As qualified.....	4,150.47	23.945
	As qualified.....	4,347.72	25.083
	Thereafter.....	4,600.27	26.540
K 7295	Clerk, Supervising Division		
	.....	\$5,920.89	\$34.159
	All other divisions: upgrade only		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
A 7247	†*Clerk, Trainee		
	1st 3 months.....	\$2,542.11	\$14.666
	2nd 3 months.....	2,752.36	15.879
	3rd 3 months	2,954.81	17.047
	4th 3 months.....	3,160.91	18.236
	5th 3 months.....	3,359.55	19.382
	Promote, transfer or terminate	3,565.12	20.568
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,243.24	\$18.711
	2nd 6 months.....	3,693.73	21.310
	Thereafter	4,150.47	23.945
D 8150	†*Cook		
	1st 6 months.....	\$3,628.56	\$20.934
	Thereafter.....	4,299.88	24.807
H 9310	Driver, Heavy Duty		
	.....	\$4,904.99	\$28.298
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,557.28	\$26.292
	Thereafter.....	4,719.87	27.230
L 9340	Electrician		
	.....	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9350	Electrician, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code L9340 ..	5,500.56	31.734
N 9484	Foreman, Hydro Maintenance		
	.....	\$6,502.25	\$37.513
N 9491	Foreman, Hydro Maintenance – Civil		
	.....	\$6,718.40	\$38.760
N 9485	Foreman, Hydro Maintenance – Electrical		
	.....	\$6,718.40	\$38.760
N 9498	Foreman, Hydro Maintenance – Mechanical		
	.....	\$6,718.40	\$38.760
E 9540	†Helper, Construction		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
E 8550	†Helper, Cook		
	Per day rate.....	\$3,716.09	\$21.439
E 9542	†Helper, Electrical		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9551	†Helper, Maintenance		
	1st 6 months	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
B 8555	†*Housekeeper		
	1st 6 months	\$2,668.81	\$15.397
	2nd 6 months.....	3,000.05	17.308
	Thereafter.....	3,330.60	19.215
J 8558	Hydrographer – Field		
	1st 6 months	\$5,472.48	\$31.572
	2nd 6 months.....	5,614.79	32.393
	3rd 6 months	5,757.61	33.217
	Thereafter.....	6,002.88	34.632
J 8559	Hydrographer – Field		
	.....	\$6,718.40	\$38.760
	Working Foreman.....	6,829.16	39.399
C 9596	†*Laborer		
	1st 6 months	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months	\$7,006.65	\$40.423
	Thereafter.....	7,238.75	41.762

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,750.51	33.176
	Thereafter.....	5,952.44	34.341
J 9606	Lineman, Utility		
	.....	\$5,750.51	\$33.176
L 9622	Machinist, Maintenance		
	.....	\$6,102.72	\$35.208
I 9630	Mechanic, Apprentice Maintenance		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	Promote to job code indicated	5,100.33	29.425
K 9640	Mechanic, Building		
	.....	\$5,500.56	\$31.734
J 9646	Mechanic, Maintenance		
	.....	\$5,314.05	\$30.658

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8684	*Operator, Apprentice ¹		
	1st 6 months.....	\$3,562.35	\$20.552
	2nd 6 months.....	3,842.80	22.170
	3rd 6 months	4,150.47	23.945
	4th 6 months.....	4,441.49	25.624
	Thereafter.....	4,722.29	27.244
	¹ Closed classification:for reference only – not to be assigned, to be canceled when title vacated		
F 8667	Operator, Apprentice		
	1st 4 months.....	\$4,150.47	\$23.945
	2nd 4 months.....	4,441.49	25.624
	Thereafter.....	4,722.29	27.244
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months [^]	\$5,781.88	\$33.357
	Trainee 2nd 6 months [^]	6,338.97	36.571
	Trainee 3rd 6 months [^]	6,626.01	38.227
	Trainee 4th 6 months [^]	6,896.41	39.787
	Upon completion — progressive to 1st step ASO		
	[^] ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate.....	\$6,102.72	\$35.208
	Thereafter.....	6,200.83	35.774

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 8694	Operator, Base Plant – KR1	\$5,194.11	\$29.966
J 8697	Operator, Base Plant – KR3	\$5,408.17	\$31.201
M 8675	Operator, Chief Base Plant	\$6,200.83	\$35.774
N 8785	Operator, Chief Hydro Station	\$6,718.40	\$38.760
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....	\$5,314.05	\$30.658
	2nd 6 months.....	5,408.17	31.201
	Thereafter.....	5,500.56	31.734
L 9721	Operator, General Heavy Equipment		
	1st 6 months.....	\$5,314.05	\$30.658
	2nd 6 months (Northern only)	5,500.56	31.734
	Thereafter.....	6,002.88	34.632
J 8741	Operator, Hydro	\$5,459.31	\$31.496
N 8756	Operator, Hydro Station I	\$6,601.92	\$38.088
M 8711	Operator, Hydro Station II	\$6,305.00	\$36.375
L 8706	Operator, Hydro Station III	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8665	Operator, Hydro Station-Control Station I	\$6,923.11	\$39.941
H 9727	Operator, Light Road & Construction Equipment	\$5,001.88	\$28.857
J 8750	Operator, Relief Base Plant	\$5,408.17	\$31.201
I 8561	Operator, Water Systems		
	1st 6 months	\$5,262.75	\$30.362
	2nd 6 months ¹	5,428.97	31.321
	Thereafter ²	5,595.20	32.280
	¹ Hold 1 Licences/Certificates		
	² Hold 2 Licences/Certificates		
J 9782	Painter		
	1st 6 months	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months	5,100.33	29.425
	Thereafter	5,314.05	30.658
O 9797	Patrolman, Senior	\$6,705.05	\$38.683
K 9820	Repairman, Apprentice Instrument		
	1st 6 months	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code 9834	5,500.56	31.734

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9882	Subforeman, Camp	\$5,500.56	\$31.734
L 9890	Subforeman, Flumes & Structures – BP	\$6,002.88	\$34.632
P 9958	Technician, Supervising Control System		
	1st 6 months	\$6,945.47	\$40.070
	Thereafter	7,353.49	42.424
N 9932	Technician, Test		
	1st 6 months	\$5,100.33	\$29.425
	2nd 6 months	5,314.05	30.658
	3rd 6 months	5,500.56	31.734
	4th 6 months	6,002.88	34.632
	5th 6 months	6,200.83	35.774
	Thereafter	6,398.95	36.917
	Hold until vacant, then promote by working unit seniority to Test Technician A		
P 9936	Technician, Test A		
	1st 6 months	\$6,601.92	\$38.088
	Thereafter	6,797.96	39.219
Q 9825	Technician, Test Supervising	\$7,333.04	\$42.306
G 8950	Tender, Reservoir Headworks	\$4,814.68	\$27.777

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,693.43	\$15.539
	2nd 3 months.....	2,880.63	16.619
	3rd 3 months.....	3,110.29	17.944
	4th 6 months.....	3,330.60	19.215
	5th 6 months.....	3,545.01	20.452
	Promote, transfer or terminate	3,756.65	21.673
C 9964	†*Utilityman		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
E 9975	†Utilityman, Territorial		
	1st 6 months.....	\$3,705.17	\$21.376
	2nd 6 months.....	4,150.47	23.945
	Thereafter.....	4,377.88	25.257
K 9985	Welder, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	As qualified – promote.....	5,500.56	31.734
L 9991	Welder, Certified		
	.....	\$6,102.72	\$35.208
L 9986	Welder, Layout		
	.....	\$6,002.88	\$34.632

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9989	Welder – Steam (IBEW)		
	.....	\$6,102.72	\$35.208
K 9988	Worker, Sheet Metal		
	.....	\$5,500.56	\$31.734

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
STEAM
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7069	Assistant, Laboratory		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	3rd 6 months	4,557.28	26.292
	4th 6 months.....	4,719.87	27.230
	5th 6 months.....	4,904.99	28.298
	Thereafter.....	5,100.33	29.425
F 8020	†*Assistant, Operating		
	1st 6 months.....	\$3,705.17	\$21.376
	2nd 6 months.....	4,150.47	23.945
	Thereafter.....	4,557.28	26.292
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,382.95	\$19.517
	2nd 3 months.....	3,565.12	20.568
	3rd 6 months	3,756.65	21.673
	4th 6 months.....	3,949.23	22.784
	5th 6 months.....	4,150.47	23.945
	Thereafter.....	4,347.72	25.083

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7294	Clerk, Division Accounting ¹		
	1st 6 months	\$5,043.83	\$29.099
	2nd 6 months.....	5,165.51	29.801
	3rd 6 months	5,335.03	30.779
	Thereafter.....	5,452.20	31.455
	¹ On bid from Communication Construction Clerk		
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,565.12	\$20.568
	As qualified.....	3,867.07	22.310
	As qualified.....	4,150.47	23.945
	As qualified – promote.....	4,451.37	25.681
	Promote to Records Clerk, transfer or terminate		
H 7268	Clerk, Records		
	1st 6 months.....	\$4,705.31	\$27.146
	As qualified.....	4,817.28	27.792
	As qualified – promote.....	4,928.56	28.434
	Promote to Division Accounting Clerk, transfer, terminate or hold		
K 7295	Clerk, Supervising Division		
	.....	\$5,920.89	\$34.159
	All other divisions: upgrade only		
L 7260	Clerk, Supervising Station		
	1st 6 months.....	\$5,920.89	\$34.159
	Thereafter.....	6,058.69	34.954

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9340	Electrician	\$6,102.72	\$35.208
K 9350	Electrician, Apprentice		
	1st 6 months	\$4,557.28	\$26.292
	2nd 6 months	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months	5,100.33	29.425
	5th 6 months	5,314.05	30.658
	Promote to job code L9340 ..	5,500.56	31.734
G 9520	Handler, Material	\$4,817.28	\$27.792
I 9522	Handler, Senior Material		
	1st 6 months	\$5,043.83	\$29.099
	Thereafter	5,165.51	29.801
E 9542	†Helper, Electrical		
	1st 6 months	\$4,223.44	\$24.366
	2nd 6 months	4,377.88	25.257
	Thereafter	4,456.92	25.713
E 9554	†*Helper, Maintenance		
	1st 6 months	\$3,562.35	\$20.552
	2nd 6 months	3,842.80	22.170
	3rd 6 months	4,150.47	23.945
	Thereafter	4,456.92	25.713

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9596	†*Laborer		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$7,006.65	\$40.423
	Thereafter.....	7,238.75	41.762
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,750.51	33.176
	Thereafter.....	5,952.44	34.341
J 9606	Lineman, Utility		
	.....	\$5,750.51	\$33.176
K 9615	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code indicated	5,500.56	31.734
L 9622	Machinist, Maintenance		
	.....	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9638	Mechanic, Boiler & Condenser		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,785.21	27.607
	3rd 6 months	5,012.11	28.916
	4th 6 months.....	5,242.29	30.244
	5th 6 months.....	5,469.01	31.552
	6th 6 months ¹	5,696.43	32.864
	Thereafter	6,102.72	35.208
	¹ Hold point for certain employees not qualifying in welding		
L 8733	Mechanic, Machinist		
	1st 6 months.....	\$5,696.43	\$32.864
	Thereafter	6,102.72	35.208
K 8731	Mechanic, Operator		
	1st 6 months.....	\$4,904.99	\$28.298
	2nd 6 months.....	5,100.33	29.425
	3rd 6 months	5,314.05	30.658
	Thereafter	5,678.40	32.760

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months [†]	\$5,781.88	\$33.357
	Trainee 2nd 6 months [†]	6,338.97	36.571
	Trainee 3rd 6 months [†]	6,626.01	38.227
	Trainee 4th 6 months [†]	6,896.41	39.787
	Upon completion — progressive to 1st step ASO		
	[†] ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate	\$6,102.72	\$35.208
	Thereafter	6,200.83	35.774
M 8675	Operator, Chief Base Plant		
	.....	\$6,200.83	\$35.774
P 8730	Operator, Control		
	1st 6 months	\$6,601.92	\$38.088
	Thereafter	6,797.96	39.219
I 9710	Operator, Crane ¹		
	.....	\$5,100.33	\$29.425
	¹ Upgrade classification only		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8738	Operator, Plant Equipment		
	1st 6 months	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months	5,100.33	29.425
	4th 6 months.....	5,314.05	30.658
	Thereafter	5,678.40	32.760
J 9782	Painter		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months	5,100.33	29.425
	Thereafter	5,314.05	30.658
O 9797	Patrolman, Senior		
	.....	\$6,705.05	\$38.683
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code 9834	5,500.56	31.734
M 9834	Repairman, Instrument		
	1st 6 months.....	\$6,002.88	\$34.632
	Thereafter.....	6,200.83	35.774
L 9914	Technician, Chemical		
	1st 6 months.....	\$5,500.56	\$31.734
	Thereafter	6,102.72	35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9915	Technician, Instrument (Cool Water Only)	\$6,398.95	\$36.917
P 8732	Technician, Instrument Control and Electrical 1st 6 months..... Thereafter.....	\$6,601.92 6,797.96	\$38.088 39.219
P 9958	Technician, Supervising Control System 1st 6 months..... Thereafter.....	\$6,945.47 7,353.49	\$40.070 42.424
N 9932	Technician, Test 1st 6 months..... 2nd 6 months..... 3rd 6 months..... 4th 6 months..... 5th 6 months..... Thereafter..... Hold until vacant, then promote by working unit seniority to Test Technician A	\$5,100.33 5,314.05 5,500.56 6,002.88 6,200.83 6,398.95	\$29.425 30.658 31.734 34.632 35.774 36.917
P 9936	Technician, Test A 1st 6 months..... Thereafter.....	\$6,601.92 6,797.96	\$38.088 39.219
Q 9825	Technician, Test Supervising	\$7,333.04	\$42.306

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,693.43	\$15.539
	2nd 3 months.....	2,880.63	16.619
	3rd 3 months	3,110.29	17.944
	4th 6 months.....	3,330.60	19.215
	5th 6 months.....	3,545.01	20.452
	Promote, transfer or terminate	3,756.65	21.673
C 9964	†*Utilityman		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
L 9989	Welder – Steam (IBEW)		
	.....	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
TRANSMISSION/SUBSTATION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8283	Accountant, Construction/Maintenance		
	1st 6 months.....	\$5,043.83	\$29.099
	2nd 6 months.....	5,165.51	29.801
	3rd 6 months.....	5,335.03	30.779
	4th 6 months.....	5,452.20	31.455
	Thereafter.....	5,702.84	32.901
I 8282	Accountant, Supervisor Construction/Maintenance		
	1st 6 months.....	\$6,193.20	\$35.730
	Thereafter.....	6,337.41	36.562
J 9155	Carpenter		
	1st 6 months.....	\$5,001.88	\$28.857
	2nd 6 months.....	5,194.11	29.966
	Thereafter.....	5,408.17	31.201

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
1 8284	Clerk, Construction/Maintenance		
	1st 6 months.....	\$3,565.12	\$20.568
	2nd 6 months.....	3,756.65	21.673
	3rd 6 months.....	3,949.23	22.784
	4th 6 months.....	4,451.37	25.681
	5th 6 months.....	4,600.27	26.540
	Promote, transfer or terminate	4,928.56	28.434
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,382.95	\$19.517
	2nd 3 months.....	3,565.12	20.568
	3rd 6 months.....	3,756.65	21.673
	4th 6 months.....	3,949.23	22.784
	5th 6 months.....	4,150.47	23.945
	Thereafter.....	4,347.72	25.083
E 7145	†*Clerk, Division Correspondence		
	1st 6 months.....	\$3,110.29	\$17.944
	2nd 6 months.....	3,382.95	19.517
	3rd 6 months.....	3,657.51	21.101
	4th 6 months.....	3,949.23	22.784
	5th 6 months.....	4,150.47	23.945
	Thereafter.....	4,347.72	25.083

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7166	†*Clerk, Division Office		
	1st 6 months.....	\$3,382.95	\$19.517
	2nd 6 months.....	3,657.51	21.101
	3rd 6 months.....	3,949.23	22.784
	4th 6 months.....	4,150.47	23.945
	5th 6 months.....	4,347.72	25.083
	6th 6 months.....	4,600.27	26.540
	Thereafter.....	4,821.44	27.816
D 7292	†*Clerk, Typist – Division		
	1st 6 months.....	\$2,823.60	\$16.290
	2nd 6 months.....	3,110.29	17.944
	3rd 6 months.....	3,382.95	19.517
	4th 6 months.....	3,657.51	21.101
	5th 6 months.....	3,949.23	22.784
	Thereafter.....	4,150.47	23.945
H 9310	Driver, Heavy Duty		
	.....	\$4,904.99	\$28.298
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,557.28	\$26.292
	Thereafter.....	4,719.87	27.230
L 9340	Electrician		
	.....	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9350	Electrician, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code L9340 ..	5,500.56	31.734
K 9360	Electrician, Apprentice Battery		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code L9390 ..	5,500.56	31.734
K 9351	Electrician, Apprentice Substation		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,571.63	32.144
	Thereafter.....	5,766.97	33.271
L 9390	Electrician, Battery		
	.....	\$6,002.88	\$34.632
L 9344	Electrician, Substation		
	.....	\$6,398.95	\$36.917

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9490	Foreman, Light Insulator Washer		
	.....	\$6,502.25	\$37.513
	(Upgrade only) ¹		
	¹ Upgrade to Senior Patrolman in Non-Division based locations except Eastern		
E 9525	†*Groundman		
	1st 6 months.....	\$3,562.35	\$20.552
	2nd 6 months.....	3,842.80	22.170
	3rd 6 months.....	4,150.47	23.945
	Thereafter.....	4,456.92	25.713
G 9520	Handler, Material		
	.....	\$4,817.28	\$27.792
E 9542	†Helper, Electrical		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
C 9596	†*Laborer		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
M 9601	Lineman, Journeyman		
	1st 6 months.....	\$6,802.29	\$39.244
	Thereafter.....	7,027.63	40.544

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$7,006.65	\$40.423
	Thereafter.....	7,238.75	41.762
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,750.51	33.176
	Thereafter.....	5,952.44	34.341
J 9606	Lineman, Utility		
	.....	\$5,750.51	\$33.176
K 9615	Machinist, Apprentice Maintenance		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Promote to job code indicated	5,500.56	31.734
L 9622	Machinist, Maintenance		
	.....	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months [†]	\$5,781.88	\$33.357
	Trainee 2nd 6 months [†]	6,338.97	36.571
	Trainee 3rd 6 months [†]	6,626.01	38.227
	Trainee 4th 6 months [†]	6,896.41	39.787
	Upon completion — progressive to 1st step ASO		
	[†] ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate	\$6,102.72	\$35.208
	Thereafter	6,200.83	35.774
I 8692	Operator, Assistant 2nd Engine		
	1st 6 months	\$4,719.87	\$27.230
	2nd 6 months	4,904.99	28.298
	Thereafter	5,100.33	29.425
M 8675	Operator, Chief Base Plant		
	.....	\$6,200.83	\$35.774
N 8699	Operator, Chief Engine		
	.....	\$6,398.95	\$36.917
M 8702	Operator, Chief Substation		
	.....	\$6,102.72	\$35.208
K 8705	Operator, Distribution System		
	.....	\$5,678.40	\$32.760

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 8718	Operator, Engine		
	.....	\$6,200.83	\$35.774
H 9727	Operator, Light Road & Construction Equipment		
	.....	\$5,001.88	\$28.857
J 8758	Operator, 2nd Engine		
	.....	\$5,314.05	\$30.658
J 8763	Operator, Substation		
	1st 6 months	\$4,719.87	\$27.230
	2nd 6 months	4,904.99	28.298
	3rd 6 months	5,100.33	29.425
	Thereafter	5,314.05	30.658
L 8765	Operator, Subtransmission System		
	.....	\$6,305.00	\$36.375
F 8771	†Operator, Trainee		
	1st 4 months	\$4,377.88	\$25.257
	Promote to job code indicated	4,557.28	26.292
	May bid Substation Operator position after 3 months		
N 8776	Operator, System		
	.....	\$7,175.13	\$41.395
J 9782	Painter		
	1st 6 months	\$4,719.87	\$27.230
	2nd 6 months	4,904.99	28.298
	3rd 6 months	5,100.33	29.425
	Thereafter	5,314.05	30.658

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9796	Patrolman, Senior		
	.....	\$7,473.27	\$43.115
	Rubber Glove Certification -	17,697.56	44.409
O 9797	Patrolman, Senior		
	.....	\$6,705.05	\$38.683
K 9820	Repairman, Apprentice Instrument		
	1st 6 months	\$4,557.28	\$26.292
	2nd 6 months	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months	5,100.33	29.425
	5th 6 months	5,314.05	30.658
	Promote to job code 9834	5,500.56	31.734
L 9863	Splicer, Apprentice Substation Cable		
	1st 6 months ¹	\$4,557.28	\$26.292
	2nd 6 months ²	4,719.87	27.230
	3rd 6 months ³	4,904.99	28.298
	4th 6 months ⁴	5,100.33	29.425
	5th 6 months ⁵	5,314.05	30.658
	Promote to job code 9871 ⁶ ..	5,500.56	31.734
	On Bid:		
	¹ From 1st and 2nd-Step Apprentice Electrician		
	² From 3rd-Step Apprentice Electrician		
	³ From 4th-Step Apprentice Electrician		
	⁴ From 5th-Step Apprentice Electrician		
	⁵ From 6th-Step Apprentice Electrician		
	⁶ From Electrician, 12 months in		
	6th-Step required at	\$5,500.56	\$31.734

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9865	Splicer, Apprentice Transmission Cable		
	1st 6 months ¹	\$4,557.28	\$26.292
	2nd 6 months ²	4,719.87	27.230
	3rd 6 months ³	4,904.99	28.298
	4th 6 months ⁴	5,100.33	29.425
	5th 6 months ⁵	5,314.05	30.658
	Promote to job code 9877 ⁶ ..	5,500.56	31.734
	On Bid:		
	¹ From 1st and 2nd-Step Apprentice Lineman-Splicer, Groundman		
	² From 3rd-Step Apprentice Lineman-Splicer		
	³ From 4th-Step Apprentice Lineman-Splicer		
	⁴ From 5th-Step Apprentice Lineman-Splicer		
	⁵ From 6th-Step Apprentice Lineman-Splicer		
	⁶ From 1st-Step Lineman-Splicer at	\$5,500.56	\$31.734
M 9871	Splicer, Substation Cable		
	1st 6 months.....	\$6,100.12	\$35.193
	2nd 6 months.....	6,305.00	36.375
	Thereafter.....	6,405.88	36.957
M 9877	Splicer, Transmission Cable		
	1st 6 months ¹	\$6,002.88	\$34.632
	2nd 6 months.....	6,200.83	35.774
	3rd 6 months.....	6,305.00	36.375
	Thereafter.....	6,405.88	36.957
	¹ 1st 12 months on bid from Top-Step Lineman-Splicer		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9902	Subforeman, Mechanical Substation	\$6,601.92	\$38.088
N 9918	Supervisor, Road & Right of Way	\$6,827.43	\$39.389
P 9958	Technician, Supervising Control System		
	1st 6 months.....	\$6,945.47	\$40.070
	Thereafter.....	7,353.49	42.424
N 9827	Technician, Test		
	1st 6 months.....	\$5,239.35	\$30.227
	2nd 6 months.....	5,453.24	31.461
	3rd 6 months.....	5,639.57	32.536
	4th 6 months.....	6,142.07	35.435
	5th 6 months.....	6,340.01	36.577
	6th 6 months.....	6,538.31	37.721
P 9826	Technician, Test A	\$6,937.15	\$40.022
Q 9825	Technician, Test Supervising	\$7,333.04	\$42.306
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,593.43	\$15.539
	2nd 3 months.....	2,380.63	16.619
	3rd 3 months.....	3,110.29	17.944
	4th 6 months.....	3,330.60	19.215
	5th 6 months.....	3,545.01	20.452
	Promote, transfer or terminate	3,756.65	21.673

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9971	†*Utilityman Promote, transfer or terminate	\$3,272.19	\$18.878
E 9975	†Utilityman, Territorial		
	1st 6 months.....	\$3,705.17	\$21.376
	2nd 6 months.....	4,150.47	23.945
	Thereafter.....	4,377.88	25.257
K 9985	Welder, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	As qualified – promote.....	5,500.56	31.734
L 9986	Welder, Layout		
	.....	\$6,002.88	\$34.632
L 9989	Weider – Steam (IBEW)		
	.....	\$6,102.72	\$35.208

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
CORPORATE REAL ESTATE
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9060	†*Attendant, Building Facilities		
	1st 6 months.....	\$3,209.96	\$18.519
	2nd 6 months.....	3,641.39	21.008
	Thereafter.....	4,073.68	23.502
K 9130	Cabinetmaker – Installer		
	.....	\$5,539.04	\$31.956
J 9160	Carpenter, Building Maintenance		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	Thereafter.....	5,408.17	31.201
L 9394	Electrician, Building Maintenance		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months.....	5,100.33	29.425
	4th 6 months.....	5,314.05	30.658
	5th 6 months.....	5,591.21	32.257
	Thereafter.....	6,002.88	34.632

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9470	Finisher, Wood	\$5,408.17	\$31.201
E 9462	†Foreman, Assistant Janitor	\$4,377.88	\$25.257
L 9463	Foreman, Building Carpenter		
	1st 6 months.....	\$5,798.17	\$33.451
	Thereafter.....	6,002.88	34.632
L 9467	Foreman, Building Mechanical		
	1st 6 months.....	\$5,798.17	\$33.451
	Thereafter.....	6,002.88	34.632
L 9469	Foreman, Building Painter		
	1st 6 months.....	\$5,696.43	\$32.864
	Thereafter.....	5,898.19	34.028
N 9486	Foreman, Electrical Maintenance		
	1st 6 months.....	\$6,398.95	\$36.917
	Thereafter.....	6,601.92	38.088
G 9493	Foreman, Porter		
	1st 6 months.....	\$4,456.92	\$25.713
	2nd 6 months.....	4,557.28	26.292
	Thereafter.....	4,719.87	27.230
E 9532	†Helper, Building Carpenter		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9533	†Helper, Building Electrical		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
E 9535	†Helper, Building Maintenance		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
E 9537	†Helper, Building Painter		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	Thereafter.....	4,456.92	25.713
D 9625	†Maintenanceman, Building		
	.....	\$4,223.44	\$24.366
J 9637	Mechanic, Building Maintenance		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months.....	5,100.33	29.425
	Thereafter.....	5,408.17	31.201
J 9646	Mechanic, Maintenance		
	.....	\$5,314.05	\$30.658
	(Memo) Classification authorized in Procurement & MM – Administered and paid on Real Properties P/Rs #255 & #259. Reference: 04-19-82 Contract Negotiations, Resolution 9		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9784	Painter, Building		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months.....	5,100.33	29.425
	Thereafter.....	5,314.05	30.658
J 9802	††Plasterer		
	.....	\$5,408.17	\$31.201
C 9809	†Porter		
	.....	\$4,073.68	\$23.502
D 9801	†Porter, Special-Service		
	.....	\$4,223.44	\$24.366
E 9904	†Subforeman, Porter		
	.....	\$4,299.88	\$24.807
M 9921	Technician, Building Electrical		
	1st 6 months.....	\$5,408.17	\$31.201
	2nd 6 months.....	5,591.21	32.257
	3rd 6 months.....	5,798.17	33.451
	4th 6 months.....	6,002.88	34.632
	Thereafter.....	6,200.83	35.774
K 9988	††Worker, Sheet Metal		
	.....	\$5,500.56	\$31.734

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
CUSTOMER SERVICE
OPERATIONS DIVISION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9454	*Clerk, Meter Support		
	1st 6 months.....	\$3,379.48	\$19.497
	Thereafter.....	4,256.20	24.555
H 9448	Specialist, Meter Support		
	1st 6 months.....	\$4,360.72	\$25.158
	Thereafter.....	4,928.56	28.434
L 9455	Specialist, Supervising Meter Support		
	1st 6 months.....	\$5,062.20	\$29.205
	Thereafter.....	5,452.20	31.455
E 9450	*Technician, Meter 1/1A		
	1st 6 months.....	\$3,101.45	\$17.893
	Promote, transfer or terminate	3,379.48	19.497
E 9452	Technician, Meter 2/2A		
	1st 6 months.....	\$3,933.45	\$22.693
	Promote, transfer or terminate	4,377.71	25.256

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Customer Service Operations

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9453	Technician, Meter 3		
	1st 6 months.....	\$4,557.28	\$26.292
	Thereafter.....	4,719.87	27.230
K 9445	Technician, Meter 4		
	1st 6 months.....	\$4,904.99	\$28.298
	Thereafter.....	5,449.43	31.439
L 9446	Technician, Meter 5		
	1st 6 months.....	\$6,002.88	\$34.632
	Thereafter.....	6,438.64	37.146
O 9447	Technician, Meter 6		
	1st 6 months.....	\$6,601.92	\$38.088
	Thereafter.....	6,914.09	39.889

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 DISTRIBUTION BUSINESS UNIT
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8283	Accountant, Construction/Maintenance		
	1st 6 months.....	\$5,043.83	\$29.099
	2nd 6 months.....	5,165.51	29.801
	3rd 6 months.....	5,335.03	30.779
	4th 6 months.....	5,452.20	31.455
	Thereafter.....	5,702.84	32.901
H 8154	Accountant, Payroll Specialist		
	1st 6 months.....	\$4,928.21	\$28.432
	Thereafter.....	5,101.03	29.429
F 8155	*Accountant, Payroll Support		
	1st 6 months.....	\$3,639.75	\$21.287
	2nd 6 months.....	3,838.56	22.434
	3rd 6 months.....	4,088.41	23.587
	4th 6 months.....	4,230.20	24.405
	5th 6 months.....	4,607.03	26.579
	Promote, transfer or terminate	4,732.16	27.474

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8157	Accountant, Supervising Payroll		
	1st 6 months.....	\$6,002.88	\$34.632
	Thereafter.....	6,142.41	35.437
K 8282	Accountant, Supervisor Construction/Maintenance		
	1st 6 months.....	\$6,193.20	\$35.730
	Thereafter.....	6,337.41	36.562
F 8386	†Clerk, Field Services Support		
	1st 6 months.....	\$3,595.11	\$20.741
	2nd 6 months.....	3,785.08	21.837
	3rd 6 months.....	4,071.25	23.488
	4th 6 months.....	4,268.33	24.625
	5th 3 months.....	4,373.03	25.229
	Promote, transfer or terminate	4,478.59	25.838
F 8132	Clerk, Field Service Support (ADDL 1)		
	1st 6 months.....	\$3,681.77	\$21.241
	2nd 6 months.....	3,871.75	22.337
	3rd 6 months.....	4,157.92	23.988
	4th 6 months.....	4,355.00	25.125
	5th 3 months.....	4,459.69	25.729
	Promote, transfer or terminate	4,565.25	26.338
F 8116	Clerk, Field Service Support (ADDL 2)		
	1st 6 months.....	\$3,768.44	\$21.741
	2nd 6 months.....	3,958.41	22.837
	3rd 6 months.....	4,244.59	24.488
	4th 6 months.....	4,441.67	25.625
	5th 3 months.....	4,546.36	26.229
	Promote, transfer or terminate	4,651.92	26.838

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8284	*Clerk, Construction/Maintenance		
	1st 6 months.....	\$3,565.12	\$20.568
	2nd 6 months.....	3,756.65	21.673
	3rd 6 months.....	3,949.23	22.784
	4th 6 months.....	4,451.37	25.681
	5th 6 months.....	4,600.27	26.540
	Promote, transfer or terminate	4,928.56	28.434
F 9300	*†Clerk, Construction/Maintenance Support		
	1st 6 months.....	\$3,688.88	\$21.282
	2nd 6 months.....	3,883.71	22.406
	3rd 6 months.....	4,177.16	24.099
	4th 6 months.....	4,379.09	25.264
	5th 3 months.....	4,486.91	25.886
	Promote, transfer or terminate	4,595.24	26.511
F 9304	*Clerk, Distribution Operations Support		
	1st 6 months.....	\$3,595.11	\$20.741
	2nd 6 months.....	3,735.08	21.837
	3rd 6 months.....	4,071.25	23.488
	4th 6 months.....	4,238.33	24.625
	5th 6 months.....	4,478.59	25.838
F 8287	*Clerk, Joint Pole		
	1st 6 months.....	\$3,565.12	\$20.568
	2nd 6 months.....	3,756.65	21.673
	3rd 6 months.....	3,949.23	22.784
	4th 6 months.....	4,451.37	25.681
	5th 6 months.....	4,600.27	26.540
	Promote, transfer or terminate	4,928.56	28.434

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8290	*Clerk, Streetlight Bookkeeping		
	1st 6 months.....	\$3,565.12	\$20.568
	2nd 6 months.....	3,756.65	21.673
	3rd 6 months.....	3,949.23	22.784
	4th 6 months.....	4,451.37	25.681
	5th 6 months.....	4,600.27	26.540
	Promote, transfer or terminate	4,928.56	28.434
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,243.24	\$18.711
	2nd 6 months.....	3,693.73	21.310
	Thereafter.....	4,150.47	23.945
H 9310	Driver, Heavy Duty		
	.....	\$4,904.99	\$28.298
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,557.28	\$26.292
	Thereafter.....	4,719.87	27.230
P 9476	Foreman, Distribution Apparatus		
	.....	\$7,835.88	\$45.207
	Rubber Glove Certification – 1	8,070.92	46.563
Q 9481	Foreman, Electrical Crew		
	Upgrade rate only.....	\$7,835.88	\$45.207
	Rubber Glove Certification – 1	8,070.92	46.563
N 9490	Foreman, Light Insulator Washer		
	.....	\$6,502.25	\$37.513
Q 9473	Foreman, Training Crew		
	.....	\$8,474.44	\$48.891

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
Q 9509	Foreman, Troublemán Training	\$8,239.23	\$47.534
E 9525	†*Groundman		
	1st 6 months.....	\$3,562.35	\$20.552
	2nd 6 months.....	3,842.80	22.170
	3rd 6 months.....	4,150.47	23.945
	Thereafter.....	4,456.92	25.713
E 9526	†*Groundman A		
	1st 6 months.....	\$3,562.35	\$20.552
	2nd 6 months.....	3,842.80	22.170
	3rd 6 months.....	4,150.47	23.945
	Thereafter.....	4,456.92	25.713
G 9521	Handler, Material – Supply Center		
	1st 6 months.....	\$4,249.44	\$24.516
	2nd 6 months.....	4,347.72	25.083
	3rd 6 months.....	4,451.37	25.681
	4th 6 months.....	4,600.27	26.540
	5th 6 months.....	4,705.31	27.146
	Thereafter.....	4,817.28	27.792
I 9803	Inspector, Electrical System		
	1st 6 months.....	\$3,368.21	\$19.432
	2nd 6 months.....	3,656.29	21.094
	3rd 6 months.....	3,866.89	22.309
	Progress, transfer or terminate	4,154.80	23.970
	5th per LOU 03/16/06.....	4,507.88	26.007
	6th per LOU 03/16/06.....	4,891.12	28.218

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7570	Inspector, Radio & TV Interference		
	1st 6 months.....	\$4,223.44	\$24.366
	2nd 6 months.....	4,377.88	25.257
	3rd 6 months.....	4,557.28	26.292
	4th 6 months.....	4,719.87	27.230
	5th 6 months.....	4,904.99	28.298
	Thereafter.....	5,100.33	29.425
M 9601	Lineman, Journeyman (Volunteered/Waiting for Training)		
	1st 6 months.....	\$6,802.29	\$39.244
	Thereafter.....	7,027.63	40.544
M 9611	Lineman, Journeyman (Rubber Glove Trained)		
	1st 6 months.....	\$7,006.65	\$40.423
	Thereafter.....	7,238.75	41.762
K 9505	Lineman, Apprentice/Training		
	1st 6 months ¹	\$3,101.45	\$17.893
	2nd 6 months ²	3,743.13	21.595
	¹ Awarded to employees without one year of Groundman/Helper experience.		
	² After successful completion, promote to Apprentice Lineman, first step.		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,750.51	33.176
	Thereafter.....	5,952.44	34.341
J 9606	Lineman, Utility		
	.....	\$5,750.51	\$33.176
G 7632	Meter Reader 1		
	1st 3 months.....	\$4,390.25	\$28.213
	2nd 3 months.....	5,000.84	28.851
	Thereafter.....	5,080.75	29.312
G 8130	Meter Reader 1 (ADDL 1)		
	1st 3 months.....	\$4,976.92	\$28.713
	2nd 3 months.....	\$5,087.51	29.351
	Thereafter.....	\$5,167.41	29.812
G 8114	Meter Reader 1 (ADDL 2)		
	1st 3 months.....	\$5,063.59	\$29.213
	2nd 3 months.....	5,174.17	29.851
	Thereafter.....	5,254.08	30.312

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8300	*Meter Reader 2		
	1st 12 months.....	\$2,604.68	\$15.027
	2nd 6 months.....	2,905.24	16.761
	3rd 6 months	3,101.45	17.893
	4th 6 months.....	3,296.11	19.016
	5th 6 months.....	3,512.25	20.263
	6th 3 months.....	3,743.31	21.596
	7th 3 months.....	4,002.61	23.092
	8th 6 months.....	4,360.72	25.158
	9th 3 months.....	4,427.97	25.546
	10th 3 months.....	4,527.81	26.122
	Maximum.....	4,600.27	26.540
N 8135	Meter Reader 2 (ADDL 1)		
	1st 6 months.....	\$2,691.35	\$15.527
	2nd 6 months.....	2,991.91	17.261
	3rd 6 months	3,188.12	18.393
	4th 6 months.....	3,382.77	19.516
	5th 6 months.....	3,598.92	20.763
	6th 3 months.....	3,829.97	22.096
	7th 3 months.....	4,089.28	23.592
	8th 6 months.....	4,447.39	25.658
	9th 3 months.....	4,514.64	26.046
	10th 3 months.....	4,614.48	26.622
	Maximum.....	4,686.93	27.040

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8119	Meter Reader 2 (ADDL 2)		
	1st 6 months.....	\$2,778.01	\$16.027
	2nd 6 months.....	3,078.57	17.761
	3rd 6 months.....	3,274.79	18.893
	4th 6 months.....	3,469.44	20.016
	5th 6 months.....	3,685.59	21.263
	6th 3 months.....	3,916.64	22.596
	7th 3 months.....	4,175.95	24.092
	8th 6 months.....	4,534.05	26.158
	9th 3 months.....	4,801.31	26.546
	10th 3 months.....	4,701.15	27.122
	Maximum.....	4,773.60	27.540
H 9713	Operator, Distribution Equipment		
	.....	\$5,001.88	\$28.857
I 9798	Repairman, Street Light		
	1st 6 months.....	\$5,194.11	\$29.966
	Thereafter.....	5,466.76	31.539
I 7850	Representative, Field Service 1		
	.....	\$5,314.05	\$30.658
I 7863	Representative, Field Service 2		
	1st 6 months.....	\$4,928.56	\$28.434
	2nd 6 months.....	5,043.83	29.099
	Thereafter.....	5,155.51	29.801
K 7871	Representative, Supervising Field Service		
	.....	\$5,848.27	\$33.740

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8133	Representative, Supervising Field Service (ADDL 1)	\$5,934.93	\$34.240
K 8117	Representative, Supervising Field Service (ADDL 2)	\$6,021.60	\$34.740
K 7839	Representative, Territorial Service		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months.....	5,100.33	29.425
	4th 6 months.....	5,314.05	30.658
	Thereafter.....	5,522.05	31.858
G 9894	Specialist, Construction/Maintenance Support		
	1st 6 months.....	\$4,928.21	\$28.432
	Thereafter.....	5,101.03	29.429
G 9880	Specialist, Distribution Operations Support		
	1st 6 months.....	\$4,930.12	\$28.443
	2nd 6 months.....	5,452.20	31.455
G 8385	Specialist, Field Services Support		
	1st 6 months.....	\$4,802.20	\$27.705
	Thereafter.....	4,882.63	28.169
G 8136	Specialist, Field Services Support (ADDL 1)		
	1st 6 months.....	\$4,888.87	\$28.205
	Thereafter.....	4,969.29	28.669
G 8123	Specialist, Field Services Support (ADDL 2)		
	1st 6 months.....	\$4,975.53	\$28.705
	Thereafter.....	5,055.96	29.169

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8286	Specialist, Joint Pole		
	1st 6 months.....	\$5,043.83	\$29.099
	2nd 6 months.....	5,165.51	29.801
	3rd 6 months	5,335.03	30.779
	Thereafter	5,452.20	31.455
I 8289	Specialist, Streetlight Bookkeeping		
	1st 6 months.....	\$5,043.83	\$29.099
	2nd 6 months.....	5,165.51	29.801
	3rd 6 months	5,335.03	30.779
	Thereafter	5,452.20	31.455
K 8288	Specialist, Supervising Bookkeeping		
	1st 6 months.....	\$6,193.20	\$35.730
	Thereafter	6,337.41	36.562
K 8285	Specialist, Supervising Joint Pole		
	1st 6 months.....	\$6,193.20	\$35.730
	Thereafter	6,337.41	36.562
M 9870	Splicer, Senior Cable		
	1st 6 months.....	\$7,238.75	\$41.762
	Thereafter	7,354.53	42.430
F 8281	*Technician, Assistant Mapping		
	1st 6 months.....	\$3,565.12	\$20.568
	2nd 6 months.....	3,756.65	21.673
	3rd 6 months	3,949.23	22.784
	4th 6 months.....	4,451.37	25.681
	5th 6 months.....	4,600.27	26.540
	Promote, transfer or terminate	4,928.56	28.434

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9927	Technician, Distribution Apparatus		
	1st 6 months.....	\$7,359.56	\$42.459
	Thereafter.....	7,589.92	43.788
I 8280	Technician, Mapping		
	1st 6 months.....	\$5,043.83	\$29.099
	2nd 6 months.....	5,165.51	29.801
	3rd 6 months.....	5,335.03	30.779
	4th 6 months.....	5,452.20	31.455
	Thereafter.....	5,702.84	32.901
K 8279	Technician, Supervising Mapping		
	1st 6 months.....	\$6,193.20	\$35.730
	Thereafter.....	6,337.41	36.562
O 9501	Troubleman		
	.....	\$7,622.51	\$43.976
	Rubber Glove Certification - 1	7,846.80	45.270
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,693.43	\$15.539
	2nd 3 months.....	2,880.63	16.619
	3rd 3 months.....	3,110.29	17.944
	4th 6 months.....	3,330.60	19.215
	5th 6 months.....	3,545.01	20.452
	Promote, transfer or terminate	3,756.65	21.673

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9964	†*Utilityman		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,785.08	21.837
	Thereafter.....	4,299.88	24.807

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 INFORMATION TECHNOLOGY
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7157	Clerk, Communication Construction		
	1st 6 months.....	\$4,705.31	\$27.146
	2nd 6 months.....	4,928.56	28.434
	Thereafter.....	5,165.51	29.801
E 7161	†Clerk, Communication Traffic		
	1st 6 months.....	\$4,249.44	\$24.516
	Thereafter.....	4,347.72	25.083
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,382.95	\$19.517
	2nd 3 months.....	3,565.12	20.568
	3rd 6 months.....	3,756.65	21.673
	4th 6 months.....	3,949.23	22.784
	5th 6 months.....	4,150.47	23.945
	Thereafter.....	4,347.72	25.083

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7294	Clerk, Division Accounting		
	1st 6 months.....	\$5,043.83	\$29.099
	2nd 6 months.....	5,165.51	29.801
	3rd 6 months.....	5,335.03	30.779
	Thereafter.....	5,452.20	31.455
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,565.12	\$20.568
	As qualified.....	3,967.07	22.310
	As qualified.....	4,150.47	23.945
	As qualified – promote.....	4,451.37	25.681
	Promote to Records Clerk, transfer or terminate		
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months.....	\$3,003.17	\$17.326
	2nd 3 months.....	3,229.89	18.634
	3rd 3 months.....	3,465.11	19.991
	4th 3 months.....	3,692.52	21.303
	5th 6 months.....	3,917.68	22.602
	Promote, transfer or terminate	4,150.47	23.945
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,848.56	\$16.434
	2nd 3 months.....	3,048.41	17.587
	3rd 3 months.....	3,274.79	18.893
	4th 3 months.....	3,500.81	20.197
	5th 3 months.....	3,727.53	21.505
	Promote, transfer or terminate	3,949.23	22.784

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7268	Clerk, Records		
	1st 6 months.....	\$4,705.31	\$27.146
	As qualified.....	4,817.28	27.792
	As qualified – promote.....	4,928.56	28.434
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 7231	†*Clerk, Report		
	1st 6 months.....	\$3,565.12	\$20.568
	As qualified.....	3,756.65	21.673
	As qualified.....	3,949.23	22.784
	As qualified.....	4,150.47	23.945
	As qualified.....	4,347.72	25.083
	Thereafter.....	4,600.27	26.540
K 7295	Clerk, Supervising Division		
	.....	\$5,920.89	\$34.159
J 7250	Clerk, Supervising Material		
	1st 6 months.....	\$5,335.03	\$30.779
	2nd 6 months.....	5,452.20	31.455
	Thereafter.....	5,577.35	32.177
A 7247	†*Clerk, Trainee		
	1st 3 months.....	\$2,542.11	\$14.666
	2nd 3 months.....	2,752.36	15.879
	3rd 3 months.....	2,954.81	17.047
	4th 3 months.....	3,160.91	18.236
	5th 3 months.....	3,359.55	19.382
	Promote, transfer or terminate	3,565.12	20.568

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,243.24	\$18.711
	2nd 6 months.....	3,693.73	21.310
	Thereafter.....	4,150.47	23.945
J 7430	Expediter, Material		
	1st 6 months.....	\$5,335.03	\$30.779
	As qualified.....	5,452.20	31.455
	Thereafter.....	5,577.35	32.177
G 9520	Handler, Material	\$4,317.28	\$27.792
I 9522	Handler, Senior Material		
	1st 6 months.....	\$5,043.83	\$29.099
	Thereafter.....	5,165.51	29.801
E 7689	†Operator, Assistant Supervising Telephone	\$4,578.60	\$26.415
C 7715	†*Operator, Junior Telephone		
	1st 3 months.....	\$2,848.56	\$16.434
	2nd 3 months.....	3,049.28	17.592
	3rd 3 months.....	3,274.79	18.893
	4th 3 months.....	3,500.81	20.197
	5th 3 months.....	3,727.53	21.505
	Promote, transfer or terminate	3,949.23	22.784
F 7725	†Operator, On Call Telephone		
	Per day rate.....	\$4,271.63	\$24.644

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7733	†Operator, Relief Telephone		
	.....	\$4,249.44	\$24.516
D 7763	†*Operator, Telephone		
	1st 3 months.....	\$3,003.17	17.326
	2nd 3 months.....	3,229.89	18.634
	3rd 3 months	3,465.11	19.991
	4th 3 months.....	3,692.52	21.303
	5th 6 months.....	3,917.68	22.602
	Thereafter.....	4,150.47	23.945
N 9922	Technician, Area Communication		
	.....	\$6,502.25	\$37.513
N 9929	Technician, Communication		
	1st 6 months.....	\$5,100.33	\$29.425
	2nd 6 months.....	5,314.05	30.658
	3rd 6 months	5,500.56	31.734
	4th 6 months.....	6,002.88	34.632
	5th 6 months.....	6,200.83	35.774
	Thereafter.....	6,398.95	36.917
G 9923	*Technician, Junior Communication		
	1st 6 months.....	\$4,377.88	\$25.257
	2nd 6 months.....	4,557.28	26.292
	Promote, transfer or terminate	4,719.87	27.230
	Promote on bid basis to Communication Technician, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
P 9956	Technician, Supervising Communication		
	1st 6 months.....	\$7,209.97	\$41.596
	Thereafter.....	7,333.04	42.306
O 9957	Technician, Systems Communication		
	.....	\$6,705.05	\$38.683
J 9937	*Testboardman		
	1st 6 months.....	\$3,705.17	\$21.376
	2nd 6 months.....	3,981.47	22.970
	3rd 6 months.....	4,299.88	24.807
	4th 6 months.....	4,638.57	26.761
	5th 6 months.....	4,904.99	28.298
	6th 6 months.....	5,194.11	29.966
	Thereafter.....	5,408.17	31.201
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,693.43	\$15.539
	2nd 3 months.....	2,880.63	16.619
	3rd 3 months.....	3,110.29	17.944
	4th 6 months.....	3,330.60	19.215
	5th 6 months.....	3,545.01	20.452
	Promote, transfer or terminate	3,756.65	21.673
C 9964	†*Utilityman		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 PROCUREMENT AND MATERIAL
 MANAGEMENT DEPARTMENT
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7117	Clerk, Accounting & Statistical		
	1st 6 months.....	\$5,335.03	\$30.779
	2nd 6 months.....	5,452.20	31.455
	Thereafter.....	5,577.35	32.177
I 7152	Clerk & Cashier, Salvage Offices		
	1st 6 months.....	\$4,705.31	\$27.146
	2nd 6 months.....	4,817.28	27.792
	3rd 6 months.....	4,928.56	28.434
	4th 6 months.....	5,043.83	29.099
	5th 6 months.....	5,165.51	29.801
	Thereafter.....	5,335.03	30.779
F 7231	†*Clerk, Report		
	1st 6 months.....	\$3,565.12	\$20.568
	As qualified.....	3,756.65	21.673
	As qualified.....	3,949.23	22.784
	As qualified.....	4,150.47	23.945
	As qualified.....	4,347.72	25.083
	Thereafter.....	4,600.27	26.540

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7235	Clerk, Salvage Bid		
	1st 6 months	\$4,817.28	\$27.792
	2nd 6 months	4,928.56	28.434
	3rd 6 months	5,043.83	29.099
	4th 6 months	5,165.51	29.801
	5th 6 months	5,335.03	30.779
	Thereafter	5,452.20	31.455
A 7247	†*Clerk, Trainee		
	1st 3 months	\$2,542.11	\$14.666
	2nd 3 months	2,752.36	15.879
	3rd 3 months	2,954.81	17.047
	4th 3 months	3,160.91	18.236
	5th 3 months	3,359.55	19.382
	Promote, transfer or terminate	3,565.12	20.568
D 7274	†*Clerk, Typist		
	1st 6 months	\$3,243.24	\$18.711
	2nd 6 months	3,693.73	21.310
	Thereafter	4,150.47	23.945
I 7378	Clerk, Warehouse		
	1st 6 months	\$4,705.31	\$27.146
	2nd 6 months	4,817.28	27.792
	3rd 6 months	4,928.56	28.434
	4th 6 months	5,043.83	29.099
	Thereafter	5,165.51	29.801
J 9312	Driver, Heavy Transportation		
	.....	\$5,194.11	\$29.966

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9323	Driver, Light Transportation		
	1st 6 months.....	\$4,557.28	\$26.292
	Thereafter.....	4,719.87	27.230
L 9325	Driver, Supervising Transportation		
	.....	\$5,798.17	\$33.451
H 9326	Driver, Transportation		
	.....	\$4,904.99	\$28.298
G 9531	Handler, Material		
	1st 6 months.....	\$4,347.72	\$25.083
	2nd 6 months.....	4,451.37	25.681
	3rd 6 months.....	4,600.27	26.540
	4th 6 months.....	4,705.31	27.146
	Thereafter.....	4,817.28	27.792
M 9701	Operator, Construction Equipment 1		
	1st 6 months ¹	\$6,102.72	\$35.208
	2nd 6 months ²	6,200.83	35.774
	Thereafter.....	6,305.00	36.375
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		
L 9702	Operator, Construction Equipment 2		
	1st 6 months.....	\$5,696.43	\$32.864
	2nd 6 months.....	5,848.27	33.740
	Thereafter.....	6,002.88	34.632

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....	\$5,314.05	\$30.658
	2nd 6 months.....	5,408.17	31.201
	Thereafter.....	5,500.56	31.734
I 9704	Operator, Construction Equipment 4		
	1st 6 months.....	\$5,100.33	\$29.425
	Thereafter.....	5,194.11	29.966
L 8940	Supervisor, Material & Equipment Sales	\$5,920.89	\$34.159
L 9909	Supervisor, Warehouse I		
	Thereafter.....	\$5,920.89	\$34.159
K 9063	Supervisor, Warehouse II		
	Thereafter.....	\$5,766.11	\$33.266
J 9066	Supervisor, Warehouse III		
	Thereafter.....	\$5,466.07	\$31.535
C 7946	†*Typist		
	1st 3 months.....	\$2,848.56	\$16.434
	2nd 6 months.....	3,049.28	17.592
	3rd 6 months.....	3,274.79	18.893
	4th 6 months.....	3,500.81	20.197
	5th 6 months.....	3,727.53	21.505
	Thereafter.....	3,949.23	22.784

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,693.43	\$15.539
	2nd 3 months.....	2,880.63	16.619
	3rd 3 months.....	3,110.29	17.944
	4th 6 months.....	3,330.60	19.215
	5th 6 months.....	3,545.01	20.452
	Promote, transfer or terminate	3,756.65	21.673
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,785.08	21.837
	Thereafter.....	4,299.88	24.807
	Promote to Material Handler, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7051	†Aide, Laboratory		
	1st 6 months.....	\$4,347.72	\$25.083
	As qualified.....	4,451.37	25.681
	Thereafter.....	4,600.27	26.540
I 7294	Clerk, Division Accounting		
	1st 6 months.....	\$5,043.83	\$29.099
	2nd 6 months.....	5,155.51	29.801
	3rd 6 months.....	5,335.03	30.779
	Thereafter.....	5,452.20	31.455
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,565.12	\$20.568
	As qualified.....	3,867.07	22.310
	As qualified.....	4,150.47	23.945
	As qualified – promote.....	4,451.37	25.681
	Promote to Records Clerk, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,848.56	\$16.434
	2nd 3 months.....	3,048.41	17.587
	3rd 3 months	3,274.79	18.893
	4th 3 months.....	3,500.81	20.197
	5th 3 months.....	3,727.53	21.505
	Promote, transfer or terminate	3,949.23	22.784
H 8140	Clerk, Records		
	1st 6 months.....	\$4,705.31	\$27.146
	As qualified.....	4,817.28	27.792
	Thereafter.....	4,928.56	28.434
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 8310	†*Clerk, Report		
	1st 6 months.....	\$3,565.12	\$20.568
	As qualified.....	3,756.65	21.673
	As qualified.....	3,949.23	22.784
	As qualified.....	4,150.47	23.945
	As qualified.....	4,347.72	25.083
	Thereafter.....	4,600.27	26.540
	Promote to Records Clerk, transfer or hold		
K 7295	Clerk, Supervising Division		
	.....	\$5,920.89	\$34.159
J 9328	Clerk, Supervising Warehouse		
	.....	\$5,577.35	\$32.177

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,243.24	\$18.711
	2nd 6 months.....	3,693.73	21.310
	Thereafter.....	4,150.47	23.945
I 9327	Clerk, Warehouse		
	1st 6 months.....	\$5,043.83	\$29.099
	Thereafter.....	5,165.51	29.801
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,557.28	\$26.292
	Thereafter.....	4,719.87	27.230
P 9240	Foreman, Motor/Generator Specialist		
	1st 6 months.....	\$6,601.92	\$38.088
	Thereafter.....	6,848.23	39.509
P 9235	Foreman, Transformer Specialist		
	1st 6 months.....	\$6,601.92	\$38.088
	Thereafter.....	6,848.23	39.509
P 9242	Foreman, Welder		
	1st 6 months.....	\$6,501.91	\$37.511
	Thereafter.....	6,707.31	38.696
G 9520	Handler, Material	\$4,817.28	\$27.792
E 9557	Helper, Motor/Generator		
	1st 6 months.....	\$3,562.35	\$20.552
	2nd 6 months.....	3,842.80	22.170
	3rd 6 months.....	4,150.47	23.945
	Thereafter.....	4,456.92	25.713

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9538	Helper, Transformer		
	1st 6 months.....	\$3,562.35	\$20.552
	2nd 6 months.....	3,842.80	22.170
	3rd 6 months	4,150.47	23.945
	Thereafter.....	4,456.92	25.713
L 9613	Machinist, Apparatus Repair		
	.....	\$6,102.72	\$35.208
K 9612	Machinist, Apprentice Apparatus Repair		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	Thereafter	5,500.56	31.734
L 9644	Mechanic, Instrument		
	1st 6 months.....	\$5,500.56	\$31.734
	Thereafter.....	6,002.88	34.632
M 9645	Mechanic, Instrument A		
	.....	\$6,200.83	\$35.774
J 9646	Mechanic, Maintenance		
	.....	\$5,314.05	\$30.658
H 9718	Operator, Fork Lift		
	1st 6 months.....	\$4,719.87	\$27.230
	Thereafter.....	4,904.99	28.298

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9782	Painter		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months.....	5,100.33	29.425
	Thereafter.....	5,314.05	30.658
J 9811	Repairer, Tool & Equipment		
	1st 6 months ¹	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	Thereafter.....	5,314.05	30.658
	¹ Subject to Union concurrence		
E 9831	†Repairman, Distribution Transformer		
	.....	\$4,456.92	\$25.713
L 9832	Repairman, Electrical		
	.....	\$6,102.72	\$35.208
K 9817	Specialist, Motor/Generator 1		
	1st 6 months.....	\$4,904.99	\$28.298
	Thereafter.....	5,359.12	30.918
K 9839	Specialist, Motor/Generator 2		
	1st 6 months.....	\$5,591.21	\$32.257
	Thereafter.....	6,251.09	36.064
K 9812	Specialist, Transformer 1		
	1st 6 months.....	\$4,904.99	\$28.298
	Thereafter.....	5,359.12	30.918

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9829	Specialist, Transformer 2		
	1st 6 months.....	\$5,591.21	\$32.257
	Thereafter.....	6,251.09	36.064
N 9947	Technician, Electrical Apparatus Test		
	1st 6 months.....	\$5,500.56	\$31.734
	2nd 6 months.....	5,746.17	33.151
	3rd 6 months.....	6,002.88	34.632
	4th 6 months.....	6,200.83	35.774
	Thereafter.....	6,398.95	36.917
O 9948	Technician, Electrical Apparatus Test A		
	1st 6 months.....	\$6,502.25	\$37.513
	Thereafter.....	6,707.31	38.696
K 9919	Technician, Instrument		
	1st 6 months.....	\$5,314.05	\$30.658
	Thereafter.....	5,500.56	31.734
N 9934	Technician, Laboratory		
	1st 6 months.....	\$5,500.56	\$31.734
	2nd 6 months.....	5,746.17	33.151
	3rd 6 months.....	6,002.88	34.632
	4th 6 months.....	6,200.83	35.774
	Thereafter.....	6,398.95	36.917
O 9935	Technician, Laboratory A – Selective		
	1st 6 months.....	\$6,502.25	\$37.513
	Thereafter.....	6,705.05	38.683

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9945	Technician, Laboratory Relay		
	1st 6 months.....	\$5,500.56	\$31.734
	2nd 6 months.....	5,696.43	32.864
	3rd 6 months	5,898.19	34.028
	Thereafter.....	6,102.72	35.208
C 9964	†*Utilityman		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
K 9985	Welder, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,314.05	30.658
	As qualified – promote.....	5,500.56	31.734
L 9991	Welder, Certified		
	.....	\$6,102.72	\$35.208
L 9986	Welder, Layout		
	.....	\$6,002.88	\$34.632
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,785.08	21.837
	Thereafter.....	4,299.88	24.807

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 SHOP SERVICES AND
 INSTRUMENTATION —
 LOCKHEED MARTIN
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9622	Machinist, Maintenance (SSID-LP)	\$6,102.72	\$35.208
L 8719	Operator, Energy Services Plant (SSID-LP)		
	1st 6 months.....	\$5,564.17	\$32.101
	Thereafter.....	5,829.20	33.630

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 SYSTEM OPERATION DIVISION
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9941	Technician, Control System ¹ (Syst Opr)		
	1st 6 months.....	\$5,100.33	\$29.425
	2nd 6 months.....	5,314.05	30.658
	3rd 6 months.....	5,500.56	31.734
	4th 6 months.....	6,002.88	34.632
	5th 6 months.....	6,200.83	35.774
	Thereafter.....	6,398.95	36.917
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section – Physical Staff P/R #825		
O 9978	Technician, Control System A ¹ (Syst Opr)		
	.....	\$6,937.15	\$40.022
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section – Physical Staff P/R #825		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
TRANSPORTATION SERVICES DEPARTMENT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9055	†*Attendant, Automotive		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,705.17	21.376
	Thereafter.....	4,150.47	23.945
H 7147	Clerk, Automotive Repair		
	1st 6 months.....	\$4,705.31	\$27.146
	Thereafter.....	4,817.28	27.792
	Thereafter.....	4,928.56	28.434
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,382.95	\$19.517
	2nd 3 months.....	3,565.12	20.568
	3rd 6 months.....	3,756.65	21.673
	4th 6 months.....	3,949.23	22.784
	5th 6 months.....	4,150.47	23.945
	Thereafter.....	4,347.72	25.083

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7172	Clerk, Expediting		
	1st 6 months	\$5,043.83	\$29.099
	2nd 6 months	5,165.51	29.801
	3rd 6 months	5,335.03	30.779
	4th 6 months	5,452.20	31.455
	Thereafter	5,577.35	32.177
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months	\$3,003.17	\$17.326
	2nd 3 months	3,229.89	18.634
	3rd 3 months	3,465.11	19.991
	4th 3 months	3,692.52	21.303
	5th 6 months	3,917.68	22.602
	Promote, transfer or terminate	4,150.47	23.945
I 8110	Clerk, Transportation Accounting I		
	1st 6 months	\$5,043.83	\$29.099
	2nd 6 months	5,165.51	29.801
	Thereafter	5,452.20	31.455
G 8111	Clerk, Transportation Accounting II		
	1st 6 months	\$4,442.01	\$25.627
	2nd 6 months	4,600.27	26.540
	3rd 6 months	4,732.52	27.303
	Thereafter	4,928.56	28.434
E 8112	†*Clerk, Transportation Accounting III		
	1st 6 months	\$3,332.95	\$19.517
	2nd 6 months	3,657.51	21.101
	3rd 6 months	3,949.23	22.784
	Promote, transfer or terminate	4,347.72	25.083

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9478	Foreman, District Automotive A		
	1st 6 months.....	\$6,398.95	\$36.917
	Thereafter.....	6,601.92	38.088
M 9480	Foreman, District Automotive B		
	1st 6 months.....	\$6,002.88	\$34.632
	Thereafter.....	6,200.83	35.774
L 9483	Foreman, District Automotive C		
	.....	\$5,898.19	\$34.028
O 9507	Foreman, Traveling Automotive		
	1st 6 months.....	\$6,398.95	\$36.917
	Thereafter.....	6,601.92	38.088
G 9520	Handler, Material		
	.....	\$4,817.28	\$27.792
I 9522	Handler, Senior Material		
	1st 6 months.....	\$5,043.83	\$29.099
	Thereafter.....	5,165.51	29.801
L 9618	Machinist, Automotive		
	.....	\$6,002.88	\$34.632
K 9634	Mechanic, Automotive		
	1st 6 months.....	\$5,001.88	\$28.857
	2nd 6 months.....	5,194.11	29.966
	3rd 6 months	5,408.17	31.201
	Thereafter.....	5,591.21	32.257

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9641	Mechanic, District Automotive	\$5,798.17	\$33.451
L 9663	Mechanic, Traveling	\$5,798.17	\$33.451
J 9786	Painter, Automotive	\$5,314.05	\$30.658
G 9856	Serviceman, Automotive		
	1st 6 months.....	\$4,299.88	\$24.807
	2nd 6 months.....	4,456.92	25.713
	Thereafter.....	4,638.57	26.761
G 9864	Serviceman, Traveling Automotive		
	1st 6 months.....	\$4,299.88	\$24.807
	2nd 6 months.....	4,456.92	25.713
	Thereafter.....	4,638.57	26.761
L 9878	Subforeman, Automotive	\$5,798.17	\$33.451
L 9892	Subforeman, Hydraulic Shop	\$5,798.17	\$33.451
J 9952	Trimmer, Automotive	\$5,408.17	\$31.201
K 9953	Trimmer, Automotive A	\$5,673.40	\$32.760

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**ADDENDUM TO EXHIBIT A
CONSTRUCTION FIELD FORCES
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9528	*Groundman		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	3rd 6 months.....	3,743.31	21.596
	4th 6 months.....	3,933.45	22.693
	Thereafter.....	4,224.65	24.373
D 9511	*Handler, Assistant Material		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Promote to job code indicated	4,075.76	23.514
	Promote to Material Handler, transfer or terminate		
E 9541	Helper, Construction		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months.....	4,121.00	23.775
	Thereafter.....	4,224.65	24.373

* Entering level job

Addendum to Exhibit A Construction Field Forces

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9545	Helper, Electrical Construction		
	1st 6 months	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373
E 9575	Helper, Mechanical Construction		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373
C 9754	*Laborer		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months	3,560.96	20.544
	Thereafter.....	3,933.45	22.693

* Entering level job

**ADDENDUM TO EXHIBIT A
HYDRO
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9016	Attendant, Tool Room (Hydro)		
	1st 6 months.....	\$3,560.96	\$20.544
	2nd 6 months.....	3,743.31	21.596
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,396.60	25.365
E 7651	*Clerk, Correspondence		
	1st 3 months.....	\$2,963.83	\$17.099
	2nd 3 months.....	3,130.05	18.058
	3rd 3 months	3,296.11	19.016
	4th 6 months.....	3,512.25	20.263
	5th 6 months.....	3,743.31	21.596
	Thereafter.....	4,121.00	23.775
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	As qualified.....	3,743.31	21.596
	As qualified.....	3,933.45	22.693
	As qualified – promote.....	4,219.97	24.346
	Promote to Records Clerk, transfer or terminate		

* Entering level job

Addendum to Exhibit A Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,608.32	\$15.048
	2nd 3 months.....	2,799.68	16.152
	3rd 3 months	3,061.41	17.662
	4th 3 months.....	3,296.11	19.016
	5th 6 months.....	3,560.96	20.544
	Promote, transfer or terminate	3,933.45	22.693
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....	\$2,458.04	\$14.181
	2nd 3 months.....	2,608.32	15.048
	3rd 3 months	2,881.32	16.623
	4th 3 months.....	3,130.05	18.058
	5th 3 months.....	3,379.48	19.497
	Promote, transfer or terminate	3,743.31	21.596
F 7666	*Clerk, Report		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months	3,512.25	20.263
	As qualified.....	3,743.31	21.596
	As qualified.....	4,002.61	23.092
	Thereafter.....	4,360.72	25.158
A 7667	*Clerk, Trainee		
	1st 3 months.....	\$2,184.87	\$12.605
	2nd 3 months.....	2,341.04	13.506
	3rd 3 months	2,552.68	14.727
	4th 3 months.....	2,799.68	16.152
	5th 3 months.....	3,061.41	17.662
	Promote, transfer or terminate	3,379.48	19.497

* Entering level job

**Addendum to Exhibit A
Hydro**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7669	*Clerk, Typist		
	1st 6 months	\$2,799.68	\$16.152
	2nd 6 months	3,296.11	19.016
	3rd 6 months	3,743.31	21.596
	Thereafter	3,933.45	22.693
D 8152	*Cook		
	1st 6 months	\$3,130.05	\$18.058
	2nd 6 months	3,743.31	21.596
	Thereafter	4,075.76	23.514
E 9541	Helper, Construction		
	1st 6 months	\$3,699.97	\$21.346
	2nd 6 months	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter	4,224.65	24.373
E 8552	Helper, Cook		
	1 per day	\$3,521.79	\$20.318
E 9579	Helper, Electrical		
	1st 6 months	\$3,699.97	\$21.346
	2nd 6 months	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter	4,224.65	24.373
E 9553	Helper, Maintenance		
	1st 6 months	\$3,699.97	\$21.346
	2nd 6 months	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter	4,224.65	24.373

* Entering level job

Addendum to Exhibit A Hydro

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 8554	*Housekeeper		
	1st 6 months.....	\$2,341.04	\$13.506
	2nd 6 months.....	2,608.32	15.048
	3rd 6 months.....	2,881.32	16.623
	Thereafter.....	3,157.44	18.216
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,341.04	\$13.506
	2nd 3 months.....	2,552.68	14.727
	3rd 3 months.....	2,799.68	16.152
	4th 3 months.....	3,061.41	17.662
	5th 6 months.....	3,296.11	19.016
	Promote, transfer or terminate	3,530.96	20.544
E 9977	Utilityman, Territorial		
	1st 6 months.....	\$3,130.05	\$18.058
	2nd 6 months.....	3,560.96	20.544
	Thereafter.....	4,149.08	23.937

* Entering level job

**ADDENDUM TO EXHIBIT A
STEAM
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8022	*Assistant, Operating		
	1st 6 months	\$3,232.84	\$18.651
	2nd 6 months.....	3,560.96	20.544
	3rd 6 months	3,933.45	22.693
	Thereafter.....	4,320.33	24.925
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	As qualified	3,743.31	21.596
	As qualified	3,933.45	22.693
	As qualified – promote.....	4,219.97	24.346
	Promote to Records Clerk, transfer or terminate		
E 9579	Helper, Electrical		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373

* Entering level job

Addendum to Exhibit A Steam

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9581	*Helper, Maintenance		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	3rd 6 months	3,743.31	21.596
	4th 6 months.....	3,933.45	22.693
	Thereafter.....	4,224.65	24.373
C 9963	*Utilityman		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months	3,560.96	20.544
	Thereafter.....	3,933.45	22.693

* Entering level job

**ADDENDUM TO EXHIBIT A
TRANSMISSION/SUBSTATION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8276	*Clerk, Construction/Maintenance		
	1st 6 months.....	\$3,163.51	\$18.251
	2nd 6 months.....	3,512.43	20.264
	3rd 6 months	3,743.31	21.596
	4th 6 months.....	4,002.61	23.092
	5th 6 months.....	4,360.72	25.158
	Promote, transfer or terminate	4,928.56	28.434
E 7659	*Clerk, Division Correspondence		
	1st 6 months.....	\$2,718.91	\$15.686
	2nd 6 months.....	2,963.83	17.099
	3rd 6 months	3,296.11	19.016
	4th 6 months.....	3,560.96	20.544
	5th 6 months.....	3,743.31	21.596
	Thereafter.....	4,121.00	23.775

* Entering level job

**Addendum to Exhibit A
Transmission/Substation**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7660	*Clerk, Division Office		
	1st 6 months.....	\$2,963.83	\$17.099
	2nd 6 months.....	3,163.51	18.251
	3rd 6 months.....	3,512.25	20.263
	4th 6 months.....	3,743.31	21.596
	5th 6 months.....	4,002.61	23.092
	6th 6 months.....	4,360.72	25.158
	Thereafter.....	4,569.59	26.363
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	As qualified.....	3,743.31	21.596
	As qualified.....	3,933.45	22.693
	As qualified – promote.....	4,219.97	24.346
	Promote to Records Clerk, transfer or terminate		
D 7670	*Clerk, Typist – Division		
	1st 6 months.....	\$2,458.04	\$14.181
	2nd 6 months.....	2,799.68	16.152
	3rd 6 months.....	3,061.41	17.662
	4th 6 months.....	3,296.11	19.016
	5th 6 months.....	3,560.96	20.544
	Thereafter.....	3,933.45	22.693

* Entering level job

Addendum to Exhibit A Transmission/Substation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9528	*Groundman		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	3rd 6 months	3,743.31	21.596
	4th 6 months.....	3,933.45	22.693
	Thereafter.....	4,224.65	24.373
E 9579	Helper, Electrical		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373
F 8772	Operator, Trainee		
	1st 4 months.....	\$3,743.31	\$21.596
	2nd 2 months.....	4,002.61	23.092
	Promote, transfer or terminate	4,320.33	24.925
C 9974	*Utilityman		
	Promote, transfer or terminate	\$2,799.68	\$16.152
E 9977	Utilityman, Territorial		
	1st 6 months.....	\$3,130.05	\$18.058
	2nd 6 months.....	3,560.96	20.544
	Thereafter	4,149.08	23.937

* Entering level job

**ADDENDUM TO EXHIBIT A
CORPORATE REAL ESTATE
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9061	*Attendant, Building Facilities		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months	3,512.25	20.263
	Thereafter.....	3,861.35	22.277
E 9569	Helper, Building Carpenter		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373
E 9570	Helper, Building Electrical		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373

* Entering level job

**Addendum to Exhibit A
Corporate Real Estate**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9571	Helper, Building Maintenance		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373
E 9572	Helper, Building Painter		
	1st 6 months.....	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	3rd 6 months	4,121.00	23.775
	Thereafter.....	4,224.65	24.373
D 9680	Maintenanceman, Building		
	.....	\$4,002.61	\$23.092
C 9805	Porter		
	.....	\$3,861.35	\$22.277
D 9806	Porter, Special-Service		
	.....	\$4,002.61	\$23.092
E 9807	Subforeman, Porter		
	.....	\$4,075.76	\$23.514

* Entering level job

**ADDENDUM TO EXHIBIT A
 CUSTOMER SERVICE
 OPERATIONS DIVISION
 Standard Classification and Wage
 Schedule for Selected Jobs for
 Non-Supervisory Personnel
 Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9454	*Clerk, Meter Support		
	1st 6 months	\$3,379.48	\$19.497
	Thereafter	4,256.20	24.555
E 9450	*Technician, Meter 1/1A		
	1st 6 months	\$3,101.45	\$17.893
	Promote, transfer or terminate	3,379.48	19.497

* Entering level job

**ADDENDUM TO EXHIBIT A
DISTRIBUTION BUSINESS UNIT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8156	*Accountant, Payroll Support		
	1st 6 months.....	\$3,274.96	\$18.894
	2nd 6 months.....	3,634.11	20.966
	3rd 6 months	3,873.65	22.348
	4th 6 months.....	4,010.93	23.140
	5th 3 months.....	4,143.71	23.906
	Promote, transfer or terminate	4,513.95	26.042
F 8276	*Clerk, Construction/Maintenance		
	1st 6 months.....	\$3,163.51	\$18.251
	2nd 6 months.....	3,512.43	20.264
	3rd 6 months	3,743.31	21.596
	4th 6 months.....	4,002.61	23.092
	5th 6 months.....	4,360.72	25.158
	Promote, transfer or terminate	4,928.56	28.434

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9303	*Clerk, Construction/Maintenance Support		
	1st 6 months.....	\$3,482.44	\$20.091
	2nd 6 months.....	3,676.05	21.208
	3rd 6 months.....	3,949.57	22.786
	4th 6 months.....	4,138.16	23.874
	5th 3 months.....	4,241.47	24.470
	Promote, transfer or terminate	4,341.31	25.046
F 9305	*†Clerk, Distribution Operations Support		
	1st 6 months.....	\$3,413.63	\$19.694
	2nd 6 months.....	3,603.95	20.792
	3rd 6 months.....	3,871.92	22.338
	4th 6 months.....	4,057.21	23.407
	5th 6 months.....	4,256.20	24.555
F 8387	Clerk, Field Services Support		
	1st 6 months.....	\$3,413.63	\$19.694
	2nd 6 months.....	3,603.95	20.792
	3rd 6 months.....	3,871.92	22.338
	4th 6 months.....	4,057.21	23.407
	5th 6 months.....	4,158.27	23.990
	Promote, transfer or terminate	4,256.20	24.555
F 8134	Clerk, Field Service Support (ADDL 1)		
	1st 6 months.....	\$3,500.29	\$20.194
	2nd 6 months.....	3,690.61	21.292
	3rd 6 months.....	3,958.59	22.838
	4th 6 months.....	4,143.88	23.907
	5th 3 months.....	4,244.93	24.490
	Promote, transfer or terminate	4,342.37	25.055

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8118	Clerk, Field Service Support (ADDL 2)		
	1st 6 months	\$3,586.96	\$20.694
	2nd 6 months.....	3,777.28	21.792
	3rd 6 months	4,045.25	23.338
	4th 6 months.....	4,230.55	24.407
	5th 3 months.....	4,331.60	24.990
	Promote, transfer or terminate	4,429.53	25.555
F 8277	*Clerk, Joint Pole		
	1st 6 months	\$3,163.51	\$18.251
	2nd 6 months.....	3,512.43	20.264
	3rd 6 months	3,743.31	21.596
	4th 6 months.....	4,002.61	23.092
	5th 6 months.....	4,360.72	25.158
	Promote, transfer or terminate	4,928.56	28.434
F 8278	*Clerk, Streetlight Bookkeeping		
	1st 6 months	\$3,163.51	\$18.251
	2nd 6 months.....	3,512.43	20.264
	3rd 6 months	3,743.31	21.596
	4th 6 months.....	4,002.61	23.092
	5th 6 months.....	4,360.72	25.158
	Thereafter.....	4,928.56	28.434
D 7669	*Clerk, Typist		
	1st 6 months	\$2,799.68	\$16.152
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months	3,743.31	21.596
	Thereafter.....	3,933.45	22.693

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9528	*Groundman		
	1st 6 months	\$3,101.45	\$17.893
	2nd 6 months	3,379.48	19.497
	3rd 6 months	3,743.31	21.596
	4th 6 months	3,933.45	22.693
	Thereafter	4,224.65	24.373
E 9529	*Groundman A		
	1st 6 months	\$3,101.45	\$17.893
	2nd 6 months	3,379.48	19.497
	3rd 6 months	3,743.31	21.596
	4th 6 months	3,933.45	22.693
	Thereafter	4,224.65	24.373
C 9754	*Laborer		
	1st 6 months	\$2,799.68	\$16.152
	2nd 6 months	3,130.05	18.058
	3rd 6 months	3,560.96	20.544
	Maximum	3,933.45	22.693
F 8275	*Technician, Assistant Mapping		
	1st 6 months	\$3,163.51	\$18.251
	2nd 6 months	3,512.43	20.264
	3rd 6 months	3,743.31	21.596
	4th 6 months	4,002.61	23.092
	5th 6 months	4,360.72	25.158
	Promote, transfer or terminate	4,928.56	28.434

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,341.04	\$13.506
	2nd 3 months.....	2,552.68	14.727
	3rd 3 months.....	2,799.68	16.152
	4th 3 months.....	3,061.41	17.662
	5th 6 months.....	3,296.11	19.016
	Promote, transfer or terminate	3,560.96	20.544
C 9963	*Utilityman		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Thereafter.....	3,933.45	22.693
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Thereafter.....	4,075.76	23.514

* Entering level job

**ADDENDUM TO EXHIBIT A
INFORMATION TECHNOLOGY
AND SYSTEM OPERATION DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7656	*Clerk, Communication Traffic		
	1st 6 months	\$3,699.97	\$21.346
	2nd 6 months.....	3,933.45	22.693
	Thereafter	4,121.00	23.775
E 7651	*Clerk, Correspondence		
	1st 3 months	\$2,963.83	\$17.099
	2nd 3 months.....	3,130.05	18.058
	3rd 3 months	3,295.11	19.016
	4th 6 months.....	3,512.25	20.263
	5th 6 months.....	3,743.31	21.596
	Thereafter	4,121.00	23.775
F 7655	*Clerk, Field Office		
	1st 6 months	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	As qualified	3,743.31	21.596
	As qualified	3,933.45	22.693
	As qualified – promote.....	4,219.97	24.346
	Promote to Records Clerk, transfer or terminate		

* Entering level job

Addendum to Exhibit A
Information Technology and System Operation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,608.32	\$15.048
	2nd 3 months.....	2,799.68	16.152
	3rd 3 months	3,061.41	17.662
	4th 3 months.....	3,296.11	19.016
	5th 6 months.....	3,560.96	20.544
	Promote, transfer or terminate	3,933.45	22.693
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....	\$2,458.04	\$14.181
	2nd 3 months.....	2,608.32	15.048
	3rd 3 months	2,881.32	16.623
	4th 3 months.....	3,130.05	18.058
	5th 3 months.....	3,379.48	19.497
	Promote, transfer or terminate	3,743.31	21.596
F 7666	*Clerk, Report		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months	3,512.25	20.263
	As qualified	3,743.31	21.596
	As qualified.....	4,002.61	23.092
	Thereafter.....	4,360.72	25.158
A 7667	*Clerk, Trainee		
	1st 3 months.....	\$2,184.87	\$12.605
	2nd 3 months.....	2,341.04	13.506
	3rd 3 months	2,552.68	14.727
	4th 3 months.....	2,799.68	16.152
	5th 3 months.....	3,061.41	17.662
	Promote, transfer or terminate	3,379.48	19.497

* Entering level job

Addendum to Exhibit A
Information Technology and System Operation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months.....	3,743.31	21.596
	Thereafter.....	3,933.45	22.693
C 9754	*Laborer		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Thereafter.....	3,933.45	22.693
E 7690	Operator, Assistant Supervising Telephone		
	.....	\$4,349.97	\$25.096
C 7714	*Operator, Junior Telephone		
	1st 3 months.....	\$2,458.04	\$14.181
	2nd 3 months.....	2,603.32	15.048
	3rd 3 months.....	2,881.32	16.623
	4th 3 months.....	3,130.05	18.058
	5th 3 months.....	3,379.48	19.497
	Promote, transfer or terminate	3,743.31	21.596
F 7641	Operator, On Call Telephone		
	1 Per day.....	\$4,049.07	\$23.360
E 7642	Operator, Relief Telephone		
	.....	\$4,027.75	\$23.237

* Entering level job

Addendum to Exhibit A
Information Technology and System Operation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7643	*Operator, Telephone		
	1st 3 months.....	\$2,608.32	\$15.048
	2nd 3 months.....	2,799.68	16.152
	3rd 3 months	3,061.41	17.662
	4th 3 months.....	3,296.11	19.016
	5th 6 months.....	3,560.96	20.544
	Thereafter.....	3,933.45	22.693
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,341.04	\$13.506
	2nd 3 months.....	2,552.68	14.727
	3rd 3 months	2,799.68	16.152
	4th 3 months.....	3,061.41	17.662
	5th 6 months.....	3,296.11	19.016
	Promote, transfer or terminate	3,560.96	20.544
C 9963	*Utilityman		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months	3,560.96	20.544
	Thereafter.....	3,933.45	22.693

* Entering level job

**ADDENDUM TO EXHIBIT A
PROCUREMENT AND MATERIAL
MANAGEMENT DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7666	*Clerk, Report		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months.....	3,512.25	20.263
	As qualified.....	3,743.31	21.596
	As qualified.....	4,002.61	23.092
	Thereafter.....	4,360.72	25.158
A 7667	*Clerk, Trainee		
	1st 3 months.....	\$2,184.87	\$12.605
	2nd 3 months.....	2,341.04	13.506
	3rd 3 months.....	2,552.68	14.727
	4th 3 months.....	2,799.68	16.152
	5th 3 months.....	3,061.41	17.662
	Promote, transfer or terminate	3,379.48	19.497
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months.....	3,743.31	21.596
	Thereafter.....	3,933.45	22.693

* Entering level job

Addendum to Exhibit A
Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7947	*Typist		
	1st 3 months.....	\$2,458.04	\$14.181
	2nd 6 months.....	2,608.32	15.048
	3rd 6 months.....	2,881.32	16.623
	4th 6 months.....	3,130.05	18.058
	5th 6 months.....	3,379.48	19.497
	Thereafter.....	3,743.31	21.596
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,341.04	\$13.506
	2nd 3 months.....	2,552.68	14.727
	3rd 3 months.....	2,799.68	16.152
	4th 3 months.....	3,061.41	17.662
	5th 6 months.....	3,296.11	19.016
	Promote, transfer or terminate	3,560.96	20.544
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Thereafter.....	4,075.76	23.514
	Promote to Material Handler, transfer or terminate		

* Entering level job

**ADDENDUM TO EXHIBIT A
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7654	Aide, Laboratory		
	1st 6 months.....	\$3,743.31	\$21.596
	2nd 6 months.....	3,933.45	22.693
	As qualified.....	4,121.00	23.775
	Thereafter.....	4,360.72	25.158
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	As qualified.....	3,743.31	21.596
	As qualified.....	3,933.45	22.693
	As qualified - promote.....	4,219.97	24.346
	Promote to Records Clerk, transfer or terminate		
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....	\$2,458.04	\$14.181
	2nd 3 months.....	2,608.32	15.048
	3rd 3 months.....	2,881.32	16.623
	4th 3 months.....	3,130.05	18.058
	5th 3 months.....	3,379.48	19.497
	Promote, transfer or terminate	3,743.31	21.596

* Entering level job

Addendum to Exhibit A
Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8311	*Clerk, Report		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months	3,512.25	20.263
	As qualified.....	3,743.31	21.596
	As qualified.....	4,002.61	23.092
	Thereafter.....	4,360.72	25.158
	Promote to Records Clerk, transfer or hold		
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months	3,743.31	21.596
	Thereafter.....	3,933.45	22.693
G 9558	Handler, Material		
	1st 6 months.....	\$4,347.72	\$25.083
	Thereafter.....	4,817.28	27.792
E 9576	Helper, Motor/Generator		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	3rd 6 months	3,743.31	21.596
	4th 6 months.....	3,933.45	22.693
	Thereafter.....	4,224.65	24.373

* Entering level job

Addendum to Exhibit A Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9548	Helper, Transformer		
	1st 6 months.....	\$3,101.45	\$17.893
	2nd 6 months.....	3,379.48	19.497
	3rd 6 months.....	3,743.31	21.596
	4th 6 months.....	3,933.45	22.693
	Thereafter.....	4,224.65	24.373
C 9754	*Laborer		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Thereafter.....	3,933.45	22.693
E 9840	Repairman, Distribution Transformer		
	.....	\$4,224.65	\$24.373
C 9963	*Utilityman		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Thereafter.....	3,933.45	22.693
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months.....	3,560.96	20.544
	Thereafter.....	4,075.76	23.514

* Entering level job

**ADDENDUM TO EXHIBIT A
TRANSPORTATION SERVICES DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9054	*Attendant, Automotive		
	1st 6 months.....	\$2,799.68	\$16.152
	2nd 6 months.....	3,130.05	18.058
	3rd 6 months	3,560.96	20.544
	Thereafter.....	3,933.45	22.693
E 7651	*Clerk, Correspondence		
	1st 3 months.....	\$2,963.83	\$17.099
	2nd 3 months.....	3,130.05	18.058
	3rd 3 months	3,296.11	19.016
	4th 6 months.....	3,512.25	20.263
	5th 6 months.....	3,743.31	21.596
	Thereafter.....	4,121.00	23.775
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,608.32	\$15.048
	2nd 3 months.....	2,799.68	16.152
	3rd 3 months	3,061.41	17.662
	4th 3 months.....	3,296.11	19.016
	5th 6 months.....	3,560.96	20.544
	Promote, transfer or terminate	3,933.45	22.693

* Entering level job

**Addendum to Exhibit A
Transportation Services**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 8113	*Clerk, Transportation Accounting III		
	1st 6 months.....	\$2,963.83	\$17.099
	2nd 6 months.....	3,296.11	19.016
	3rd 6 months	3,743.31	21.596
	Promote, transfer or terminate	4,121.00	23.775
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,272.19	\$18.878
	2nd 6 months.....	3,785.08	21.837
	Thereafter.....	4,299.88	24.807

* Entering level job



Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,382.04	\$25.281
	2nd 6 months.....	4,538.39	26.183
	3rd 6 months.....	4,716.40	27.210
	4th 6 months.....	4,904.12	28.293
	5th 6 months.....	5,529.33	31.900
	Thereafter.....	5,723.47	33.020
J 9606	Lineman, Utility		
	.....	\$5,529.33	\$31.900
G 7632	Meter Reader 1		
	1st 3 months.....	\$4,702.19	\$27.128
	2nd 3 months.....	4,808.44	27.741
	Thereafter.....	4,885.40	28.185
G 8130	Meter Reader 1 (ADDL 1)		
	1st 3 months.....	\$4,788.85	\$27.628
	2nd 3 months.....	\$4,895.11	28.241
	Thereafter.....	\$4,972.07	28.685
G 8114	Meter Reader 1 (ADDL 2)		
	1st 3 months.....	\$4,875.52	\$28.128
	2nd 3 months.....	4,981.77	28.741
	Thereafter.....	5,058.73	29.185

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8300	*Meter Reader 2		
	1st 12 months.....	\$2,504.49	\$14.449
	2nd 6 months.....	2,793.44	16.116
	3rd 6 months.....	2,982.20	17.205
	4th 6 months.....	3,169.40	18.285
	5th 6 months.....	3,377.23	19.484
	6th 3 months.....	3,599.27	20.765
	7th 3 months.....	3,848.69	22.204
	8th 6 months.....	4,192.93	24.190
	9th 3 months.....	4,257.59	24.563
	10th 3 months.....	4,353.61	25.117
	Maximum.....	4,423.29	25.519
N 8135	Meter Reader 2 (ADDL 1)		
	1st 12 months.....	\$2,591.16	\$14.949
	2nd 6 months.....	2,880.11	16.616
	3rd 6 months.....	3,068.87	17.705
	4th 6 months.....	3,256.07	18.785
	5th 6 months.....	3,463.89	19.984
	6th 3 months.....	3,685.93	21.265
	7th 3 months.....	3,935.36	22.704
	8th 6 months.....	4,279.60	24.690
	9th 3 months.....	4,344.25	25.063
	10th 3 months.....	4,440.28	25.617
	Maximum.....	4,509.96	26.019

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8119	Meter Reader 2 (ADDL 2)		
	1st 12 months.....	\$2,677.83	\$15.449
	2nd 6 months.....	2,966.77	17.116
	3rd 6 months.....	3,155.53	18.205
	4th 6 months.....	3,342.73	19.285
	5th 6 months.....	3,550.56	20.484
	6th 3 months.....	3,772.60	21.765
	7th 3 months.....	4,022.03	23.204
	8th 6 months.....	4,366.27	25.190
	9th 3 months.....	4,430.92	25.563
	10th 3 months.....	4,526.95	26.117
	Maximum.....	4,596.63	26.519
H 9713	Operator, Distribution Equipment		
	.....	\$4,809.48	\$27.747
I 9798	Repairman, Street Light		
	1st 6 months.....	\$4,994.25	\$28.813
	Thereafter.....	5,256.51	30.326
I 7850	Representative, Field Service 1		
	.....	\$5,109.69	\$29.479
I 7863	Representative, Field Service 2		
	1st 6 months.....	\$4,733.93	\$27.340
	2nd 6 months.....	4,849.87	27.980
	Thereafter.....	4,966.87	28.655
K 7871	Representative, Supervising Field Service		
	.....	\$5,623.28	\$32.442

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8133	Representative, Supervising Field Service (ADDL 1)	\$5,709.95	\$32.942
K 8117	Representative, Supervising Field Service (ADDL 2)	\$5,796.61	\$33.442
K 7839	Representative, Territorial Service		
	1st 6 months.....	\$4,538.39	\$26.183
	2nd 6 months.....	4,716.40	27.210
	3rd 6 months.....	4,904.12	28.293
	4th 6 months.....	5,109.69	29.479
	Thereafter.....	5,309.72	30.633
G 9894	Specialist, Construction/Maintenance Support		
	1st 6 months.....	\$4,738.59	\$27.338
	Thereafter.....	4,904.81	28.297
G 9880	Specialist, Distribution Operations Support		
	1st 6 months.....	\$4,740.49	\$27.349
	2nd 6 months.....	5,242.47	30.245
G 8385	Specialist, Field Services Support		
	1st 6 months.....	\$4,617.43	\$26.639
	Thereafter.....	4,694.91	27.086
G 8136	Specialist, Field Services Support (ADDL 1)		
	1st 6 months.....	\$4,704.09	\$27.139
	Thereafter.....	4,781.57	27.586
G 8123	Specialist, Field Services Support (ADDL 2)		
	1st 6 months.....	\$4,790.76	\$27.639
	Thereafter.....	4,868.24	28.086

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,557.28	\$26.292
	2nd 6 months.....	4,719.87	27.230
	3rd 6 months.....	4,904.99	28.298
	4th 6 months.....	5,100.33	29.425
	5th 6 months.....	5,750.51	33.176
	Thereafter.....	5,952.44	34.341
J 9606	Lineman, Utility		
	.....	\$5,750.51	\$33.176
G 7632	Meter Reader 1		
	1st 3 months.....	\$4,890.25	\$28.213
	2nd 3 months.....	5,000.84	28.851
	Thereafter.....	5,080.75	29.312
G 8130	Meter Reader 1 (ADDL 1)		
	1st 3 months.....	\$4,976.92	\$28.713
	2nd 3 months.....	\$5,087.51	29.351
	Thereafter.....	\$5,167.41	29.812
G 8114	Meter Reader 1 (ADDL 2)		
	1st 3 months.....	\$5,063.59	\$29.213
	2nd 3 months.....	5,174.17	29.851
	Thereafter.....	5,254.08	30.312

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8300	*Meter Reader 2		
	1st 12 months.....	\$2,604.68	\$15.027
	2nd 6 months.....	2,905.24	16.761
	3rd 6 months	3,101.45	17.893
	4th 6 months.....	3,296.11	19.016
	5th 6 months.....	3,512.25	20.263
	6th 3 months.....	3,743.31	21.596
	7th 3 months.....	4,002.61	23.092
	8th 6 months.....	4,360.72	25.158
	9th 3 months.....	4,427.97	25.546
	10th 3 months.....	4,527.81	26.122
	Maximum.....	4,600.27	26.540
N 8135	Meter Reader 2 (ADDL 1)		
	1st 12 months.....	\$2,691.35	\$15.527
	2nd 6 months.....	2,991.91	17.261
	3rd 6 months	3,188.12	18.393
	4th 6 months.....	3,382.77	19.516
	5th 6 months.....	3,598.92	20.763
	6th 3 months.....	3,829.97	22.096
	7th 3 months.....	4,089.28	23.592
	8th 6 months.....	4,447.39	25.658
	9th 3 months.....	4,514.64	26.046
	10th 3 months.....	4,614.48	26.622
	Maximum.....	4,686.93	27.040

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8119	Meter Reader 2 (ADDL 2)		
	1st 12 months.....	\$2,778.01	\$16.027
	2nd 6 months.....	3,078.57	17.761
	3rd 6 months.....	3,274.79	18.893
	4th 6 months.....	3,469.44	20.016
	5th 6 months.....	3,685.59	21.263
	6th 3 months.....	3,916.64	22.596
	7th 3 months.....	4,175.95	24.092
	8th 6 months.....	4,534.05	26.158
	9th 3 months.....	4,601.31	26.546
	10th 3 months.....	4,701.15	27.122
	Maximum.....	4,773.60	27.540
H 9713	Operator, Distribution Equipment		
	.....	\$5,001.88	\$28.857
I 9798	Repairman, Street Light		
	1st 6 months.....	\$5,194.11	\$29.966
	Thereafter.....	5,463.76	31.539
I 7850	Representative, Field Service 1		
	.....	\$5,314.05	\$30.658
I 7863	Representative, Field Service 2		
	1st 6 months.....	\$4,928.56	\$28.434
	2nd 6 months.....	5,043.83	29.099
	Thereafter.....	5,165.51	29.801
K 7871	Representative, Supervising Field Service		
	.....	\$5,848.27	\$33.740

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8133	Representative, Supervising Field Service (ADDL 1)	\$5,934.93	\$34.240
K 8117	Representative, Supervising Field Service (ADDL 2)	\$6,021.60	\$34.740
K 7839	Representative, Territorial Service		
	1st 6 months.....	\$4,719.87	\$27.230
	2nd 6 months.....	4,904.99	28.298
	3rd 6 months.....	5,100.33	29.425
	4th 6 months.....	5,314.05	30.658
	Thereafter.....	5,522.05	31.858
G 9894	Specialist, Construction/Maintenance Support		
	1st 6 months.....	\$4,928.21	\$28.432
	Thereafter.....	5,101.03	29.429
G 9880	Specialist, Distribution Operations Support		
	1st 6 months.....	\$4,930.12	\$28.443
	2nd 6 months.....	5,452.20	31.455
G 8385	Specialist, Field Services Support		
	1st 6 months.....	\$4,802.20	\$27.705
	Thereafter.....	4,882.63	28.169
G 8136	Specialist, Field Services Support (ADDL 1)		
	1st 6 months.....	\$4,888.87	\$28.205
	Thereafter.....	4,969.29	28.669
G 8123	Specialist, Field Services Support (ADDL 2)		
	1st 6 months.....	\$4,975.53	\$28.705
	Thereafter.....	5,055.96	29.169

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

AGREEMENT

Between

**SOUTHERN CALIFORNIA
EDISON COMPANY**

and

IBEW, LOCAL 47

Updates

**Included are 2006 updates
to the Exhibit A and non-wage
monetary items.**

**If you have any questions,
please contact Labor Relations
at PAX 25231.**

Thank you.

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CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8284	Clerk, Construction/Maintenance (T/S)		
	1st 6 months.....	\$3,312.05	\$19.108
	2nd 6 months.....	3,489.89	20.134
	3rd 6 months.....	3,668.95	21.167
	4th 6 months.....	4,135.39	23.858
	5th 6 months.....	4,273.71	24.656
	Promote, transfer or terminate	4,578.60	26.415
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,142.71	\$18.131
	2nd 3 months.....	3,312.05	19.108
	3rd 6 months.....	3,489.89	20.134
	4th 6 months.....	3,668.95	21.167
	5th 6 months.....	3,855.80	22.245
	Thereafter.....	4,039.01	23.302
I 7294	Clerk, Division Accounting ¹		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months.....	4,956.29	28.594
	Thereafter.....	5,065.15	29.222
	¹ On bid from Communication Construction Clerk		
E 7145	†*Clerk, Division Correspondence (CFF, T/S)		
	1st 6 months.....	\$2,889.64	\$16.671
	2nd 6 months.....	3,142.71	18.131
	3rd 6 months.....	3,397.85	19.603
	4th 6 months.....	3,668.95	21.167
	5th 6 months.....	3,855.80	22.245
	Thereafter.....	4,039.01	23.302

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7166	†*Clerk, Division Office (T/S)		
	1st 6 months.....	\$3,142.71	\$18.131
	2nd 6 months.....	3,397.85	19.603
	3rd 6 months.....	3,668.95	21.167
	4th 6 months.....	3,855.80	22.245
	5th 6 months.....	4,039.01	23.302
	6th 6 months.....	4,273.71	24.656
	Thereafter.....	4,479.28	25.842
F 7241	†*Clerk, Field Office (Hydro, Steam)		
	1st 6 months.....	\$3,312.05	\$19.108
	As qualified.....	3,592.68	20.727
	As qualified.....	3,855.80	22.245
	As qualified – promote.....	4,135.39	23.858
	Promote to Records Clerk, transfer or terminate		
D 7243	†*Clerk, Junior Correspondence (Hydro)		
	1st 3 months.....	\$2,790.15	\$16.097
	2nd 3 months.....	3,000.57	17.311
	3rd 3 months.....	3,219.15	18.572
	4th 3 months.....	3,430.44	19.791
	5th 6 months.....	3,639.65	20.998
	Promote, transfer or terminate.....	3,855.80	22.245

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7221	†*Clerk, Junior Field Office (Hydro)		
	1st 3 months.....	\$2,646.45	\$15.268
	2nd 3 months.....	2,832.09	16.339
	3rd 3 months.....	3,042.35	17.552
	4th 3 months.....	3,252.25	18.763
	5th 3 months.....	3,463.03	19.979
	Promote, transfer or terminate	3,668.95	21.167
H 7268	Clerk, Records (Hydro, Steam)		
	1st 6 months.....	\$4,371.29	\$25.219
	As qualified.....	4,475.29	25.819
	As qualified – promote.....	4,578.60	26.415
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 7231	†*Clerk, Report (Hydro)		
	1st 6 months.....	\$3,312.05	\$19.108
	As qualified.....	3,489.89	20.134
	As qualified.....	3,668.95	21.167
	As qualified.....	3,855.80	22.245
	As qualified.....	4,039.01	23.302
	Thereafter.....	4,273.71	24.656
K 7295	Clerk, Supervising Division (Hydro, Steam)		
	.....	\$5,500.56	\$31.734
	All other divisions: upgrade only		
L 7260	Clerk, Supervising Station (Steam)		
	1st 6 months.....	\$5,500.56	\$31.734
	Thereafter.....	5,628.65	32.473

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
A 7247	†*Clerk, Trainee (Hydro)		
	1st 3 months.....	\$2,361.67	\$13.625
	2nd 3 months.....	2,557.01	14.752
	3rd 3 months.....	2,745.08	15.837
	4th 3 months.....	2,936.61	16.942
	5th 3 months.....	3,121.21	18.007
	Promote, transfer or terminate	3,312.05	19.108
D 7274	†*Clerk, Typist (Hydro)		
	1st 6 months.....	\$3,013.05	\$17.383
	2nd 6 months.....	3,431.48	19.797
	Thereafter.....	3,855.80	22.245
D 7292	†*Clerk, Typist – Division (CFF, T/S)		
	1st 6 months.....	\$2,623.05	\$15.133
	2nd 6 months.....	2,889.64	16.671
	3rd 6 months.....	3,142.71	18.131
	4th 6 months.....	3,397.85	19.603
	5th 6 months.....	3,668.95	21.167
	Thereafter.....	3,855.80	22.245
D 8150	†*Cook (Hydro)		
	1st 6 months.....	\$3,370.99	\$19.448
	Thereafter.....	3,994.64	23.046
H 9310	Driver, Heavy Duty (Hydro, T/S)		
	.....	\$4,556.93	\$26.290
G 9320	Driver, Light Duty (Hydro, T/S)		
	1st 6 months.....	\$4,233.84	\$24.426
	Thereafter.....	4,384.99	25.298

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9340	Electrician (Hydro, Steam, T/S)	\$5,669.56	\$32.709
K 9350	Electrician, Apprentice (Hydro, Steam, T/S)		
	1st 6 months	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	Promote to job code L9340 ..	5,110.04	29.481
K 9360	Electrician, Apprentice Battery (T/S)		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	Promote to job code L9390 ..	5,110.04	29.481
K 9370	Electrician, Apprentice Construction (CFF)		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	Promote to job code L9400 ..	5,110.04	29.481

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9351	Electrician, Apprentice Substation (T/S)		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	5,176.25	29.863
	Thereafter.....	5,357.56	30.909
L 9390	Electrician, Battery (T/S)		
	.....	\$5,576.83	\$32.174
L 9400	Electrician, Construction (CFF)		
	.....	\$5,669.56	\$32.709
L 9344	Electrician, Substation (T/S)		
	.....	\$5,944.81	\$34.297
P 9475	Foreman, Cable (CFF)		
	.....	\$6,423.39	\$37.058
N 9484	Foreman, Hydro Maintenance		
	.....	\$6,040.67	\$34.850
N 9491	Foreman, Hydro Maintenance – Civil		
	.....	\$6,241.56	\$36.009
N 9485	Foreman, Hydro Maintenance – Electrical		
	.....	\$6,241.56	\$36.009
N 9498	Foreman, Hydro Maintenance – Mechanical		
	.....	\$6,241.56	\$36.009

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9490	Foreman, Light Insulator Washer (T/S) (Upgrade only) [†] † Upgrade to Senior Patrolman in Non-Division based locations except Eastern	\$6,040.67	\$34.850
N 9658	Working Foreman –CFF – Structural Mechanic	\$6,063.55	\$34.982
N 9341	Working Foreman –CFF –Construction Electrician	\$6,546.28	\$37.767
E 9525	†*Groundman (T/S) 1st 6 months..... 2nd 6 months..... 3rd 6 months..... Thereafter.....	\$3,309.63 3,569.97 3,855.80 4,140.59	\$19.094 20.596 22.245 23.888
D 9512	†*Handler, Assistant Material (CFF) 1st 6 months..... 2nd 6 months..... Promote to job code indicated Promote to Material Handler, transfer or terminate	\$3,039.92 3,516.41 3,994.64	\$17.538 20.287 23.046

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9519	Handler, Material (CFF)		
	1st 6 months.....	\$4,039.01	\$23.302
	2nd 6 months.....	4,126.72	23.808
	3rd 6 months.....	4,273.71	24.656
	4th 6 months.....	4,396.60	25.365
	Thereafter.....	4,475.29	25.819
G 9520	Handler, Material (Steam, T/S)		
	.....	\$4,039.01	\$23.302
	.....	4,475.29	25.819
I 9522	Handler, Senior Material (Steam)		
	1st 6 months.....	\$4,685.89	\$27.034
	Thereafter.....	4,798.91	27.686
E 9540	†Helper, Construction (Hydro, CFF)		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888
E 8550	†Helper, Cook (Hydro)		
	Per day rate.....	\$3,452.28	\$19.917
E 9542	†Helper, Electrical (Hydro, Steam, T/S)		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888
E 9544	†Helper, Electrical Construction (CFF)		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9551	†Helper, Maintenance (Hydro)		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888
E 9554	†*Helper, Maintenance (Steam)		
	1st 6 months.....	\$3,309.63	\$19.094
	2nd 6 months.....	3,569.97	20.596
	3rd 6 months	3,855.80	22.245
	Thereafter.....	4,140.59	23.888
E 9573	†Helper, Mechanical Construction (CFF)		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888
B 8555	†*Housekeeper (Hydro)		
	1st 6 months.....	\$2,479.36	\$14.304
	2nd 6 months.....	2,787.03	16.079
	Thereafter.....	3,094.17	17.851
J 8558	Hydrographer – Field (Hydro)		
	1st 6 months.....	\$5,084.04	\$29.331
	2nd 6 months.....	5,216.29	30.094
	3rd 6 months	5,348.89	30.859
	Thereafter.....	5,576.83	32.174
J 8559	Hydrographer – Field (Hydro)		
	.....	\$6,241.56	\$36.009
	Working Foreman.....	6,344.52	36.603

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9596	†*Laborer (All Divisions)		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,442.23	19.859
	Thereafter.....	3,855.80	22.245
M 9601	Lineman, Journeyman (T/S)		
	1st 6 months.....	\$6,319.56	\$36.459
	Thereafter.....	6,528.95	37.667
M 9611	Lineman, Journeyman (Rubber Gloving Trained)		
	1st 6 months.....	\$6,509.36	\$37.554
	Thereafter.....	6,724.99	38.798
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months.....	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	5,342.31	30.821
	Thereafter.....	5,529.85	31.903
J 9606	Lineman, Utility		
	.....	\$5,342.31	\$30.821
K 9615	Machinist, Apprentice Maintenance (CFF, Steam, T/S)		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months.....	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	Promote to job code indicated	5,110.04	29.481

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9622	Machinist, Maintenance (CFF, Hydro, Steam, T/S)	\$5,669.56	\$32.709
I 9630	Mechanic, Apprentice Maintenance (Hydro)		
	1st 6 months	\$4,233.84	\$24.426
	2nd 6 months	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	Promote to job code indicated	4,738.24	27.336
L 9638	Mechanic, Boiler & Condenser (Steam)		
	1st 6 months	\$4,233.84	\$24.426
	2nd 6 months	4,445.48	25.647
	3rd 6 months	4,656.43	26.864
	4th 6 months	4,870.32	28.098
	5th 6 months	5,080.75	29.312
	6th 6 months ¹	5,292.04	30.531
	Thereafter	5,669.56	32.709
	¹ Hold point for certain employees not qualifying in welding		
K 9640	Mechanic, Building (Hydro)	\$5,110.04	\$29.481
L 8733	Mechanic, Machinist (Steam)		
	1st 6 months	\$5,292.04	\$30.531
	Thereafter	5,669.56	32.709
J 9646	Mechanic, Maintenance (Hydro)	\$4,936.88	\$28.482

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8731	Mechanic, Operator (Steam)		
	1st 6 months.....	\$4,556.93	\$26.290
	2nd 6 months.....	4,738.24	27.336
	3rd 6 months.....	4,936.88	28.482
	Thereafter.....	5,275.40	30.435
K 9655	Mechanic, Structural (CFF)		
	.....	\$5,512.17	\$31.801
F 8684	*Operator, Apprentice ¹ (Hydro)		
	1st 6 months.....	\$3,309.63	\$19.094
	2nd 6 months.....	3,569.97	20.596
	3rd 6 months.....	3,855.80	22.245
	4th 6 months.....	4,126.20	23.805
	Thereafter.....	4,387.07	25.310
	¹ Closed classification:for reference only – not to be assigned, to be canceled when title vacated		
F 8667	Operator, Apprentice (Hydro)		
	1st 4 months.....	\$3,855.80	\$22.245
	2nd 4 months.....	4,126.20	23.805
	Thereafter.....	4,387.07	25.310

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8775	Operator, Apprentice System		
	Trainee 1st 6 months*	\$5,371.43	\$30.989
	Trainee 2nd 6 months*	5,889.00	33.975
	Trainee 3rd 6 months*	6,155.76	35.514
	Trainee 4th 6 months*	6,406.92	36.963
	Upon completion — progressive to 1st step ASO		
	*ASO's and ASOT's must meet all requirements in each step of the program. If unable to meet requirements, candidates must promote, transfer, bid, or terminate.		
M 8668	Operator, Assistant Control		
	Hold rate	\$5,669.56	\$32.709
	Thereafter	5,760.73	33.235
I 8692	Operator, Assistant 2nd Engine (T/S)		
	1st 6 months	\$4,384.99	\$25.298
	2nd 6 months	4,556.93	26.290
	Thereafter	4,738.24	27.336
J 8694	Operator, Base Plant – KR1 (Hydro)		
	.....	\$4,825.43	\$27.839
J 8697	Operator, Base Plant – KR3 (Hydro)		
	.....	\$5,024.24	\$28.986
M 8675	Operator, Chief Base Plant		
	.....	\$5,760.73	\$33.235

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8699	Operator, Chief Engine (T/S)		
	.....	\$5,944.81	\$34.297
N 8785	Operator, Chief Hydro Station		
	.....	\$6,241.56	\$36.009
M 8702	Operator, Chief Substation (T/S)		
	.....	\$5,669.56	\$32.709
M 9701	Operator, Construction Equipment 1 (CFF, T/S)		
	1st 6 months ¹	\$5,669.56	\$32.709
	2nd 6 months ²	5,760.73	33.235
	Thereafter.....	5,857.45	33.793
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		
L 9702	Operator, Construction Equipment 2 (CFF, T/S)		
	1st 6 months.....	\$5,292.04	\$30.531
	2nd 6 months.....	5,433.13	31.345
	Thereafter.....	5,576.83	32.174
K 9703	Operator, Construction Equipment 3 (CFF, Hydro, T/S)		
	1st 6 months.....	\$4,936.88	\$28.482
	2nd 6 months.....	5,024.24	28.986
	Thereafter.....	5,110.04	29.481
I 9704	Operator, Construction Equipment 4 (CFF)		
	1st 6 months.....	\$4,738.24	\$27.336
	Thereafter.....	4,825.43	27.839

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 9705	Operator, Construction Equipment 5 (CFF)		
	1st 6 months.....	\$4,556.93	\$26.290
	Thereafter.....	4,646.89	26.809
P 8730	Operator, Control (Steam)		
	1st 6 months.....	\$6,133.40	\$35.385
	Thereafter.....	6,315.57	36.436
I 9710	Operator, Crane ¹ (Steam)		
	.....	\$4,738.24	\$27.336
	¹ Upgrade classification only		
K 8705	Operator, Distribution System (T/S)		
	.....	\$5,275.40	\$30.435
M 8718	Operator, Engine (T/S)		
	.....	\$5,760.73	\$33.235
L 9721	Operator, General Heavy Equipment (Hydro)		
	1st 6 months.....	\$4,936.88	\$28.482
	2nd 6 months(Northern only)	5,110.04	29.481
	Thereafter.....	5,576.83	32.174
J 8741	Operator, Hydro		
	.....	\$5,071.91	\$29.261
N 8756	Operator, Hydro Station I		
	.....	\$6,133.40	\$35.385
M 8711	Operator, Hydro Station II		
	.....	\$5,857.45	\$33.793
L 8706	Operator, Hydro Station III		
	.....	\$5,669.56	\$32.709

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8665	Operator, Hydro Station-Control Station I	\$6,431.71	\$37.106
H 9727	Operator, Light Road & Construction Equipment (Hydro, T/S)	\$4,646.89	\$26.809
K 8738	Operator, Plant Equipment (Steam)		
	1st 6 months	\$4,384.99	\$25.298
	2nd 6 months	4,556.93	26.290
	3rd 6 months	4,738.24	27.336
	4th 6 months	4,936.88	28.482
	Thereafter	5,275.40	30.435
J 8750	Operator, Relief Base Plant (Hydro)	\$5,024.24	\$28.986
J 8758	Operator, 2nd Engine (T/S)	\$4,936.88	\$28.482
J 8763	Operator, Substation (T/S)		
	1st 6 months	\$4,384.99	\$25.298
	2nd 6 months	4,556.93	26.290
	3rd 6 months	4,738.24	27.336
	Thereafter	4,936.88	28.482
L 8765	Operator, Subtransmission System (T/S)	\$5,857.45	\$33.793
O 9757	Operator, Supervising Construction Equipment (CFF)		
	1st 6 months	\$6,252.31	\$36.071
	Thereafter	6,342.96	36.594

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8771	† Operator, Trainee		
	1st 4 months.....	\$4,067.27	\$23.465
	Promote to job code 8775	4,233.84	24.426
	May bid Substation Operator position after 3 months		
N 8776	Operator, System (T/S)		
	.....	\$6,665.88	\$38.457
I 8561	Operator, Water Systems (Hydro)		
	1st 6 months.....	\$4,889.21	\$28.207
	2nd 6 months ¹	5,043.65	29.098
	Thereafter ²	5,197.92	29.988
	¹ Hold 1 Licences/Certificates		
	² Hold 2 Licences/Certificates		
J 9782	Painter (CFF, Hydro, Steam, T/S)		
	1st 6 months.....	\$4,384.99	\$25.298
	2nd 6 months.....	4,556.93	26.290
	3rd 6 months	4,738.24	27.336
	Thereafter	4,936.88	28.482
O 9796	Patrolman, Senior (T/S)		
	.....	\$6,942.87	\$40.055
	Rubber Glove Certification - 1	7,151.21	41.257
O 9797	Patrolman, Senior		
	.....	\$5,229.08	\$35.937

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9820	Repairman, Apprentice Instrument		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	Promote to job code 9834	5,110.04	29.481
M 9834	Repairman, Instrument (Steam)		
	1st 6 months.....	\$5,576.83	\$32.174
	Thereafter.....	5,760.73	33.235
I 9847	Specialist, Material (CFF)		
	1st 6 months.....	\$4,371.29	\$25.219
	2nd 6 months.....	4,475.29	25.819
	3rd 6 months	4,578.60	26.415
	4th 6 months.....	4,685.89	27.034
	Thereafter.....	4,798.91	27.686
L 9862	Splicer, Apprentice Cable ¹ (CFF)		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	6th 6 months.....	5,110.04	29.481
	Promote to job code 9866	5,576.83	32.174
	¹ Entering level job		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9861	Splicer, Apprentice Construction Cable (CFF)		
	1st 6 months ¹	\$4,233.84	\$24.426
	2nd 6 months ²	4,384.99	25.298
	3rd 6 months ³	4,556.93	26.290
	4th 6 months ⁴	4,738.24	27.336
	5th 6 months ⁵	4,936.88	28.482
	Promote to job code 9867	5,110.04	29.481
	1 From 1st and 2nd-Step Appr Cnsn Electn		
	2 From 3rd-Step Appr Cnsn Electn		
	3 From 4th-Step Appr Cnsn Electn		
	4 From 5th-Step Appr Cnsn Electn		
	5 From 6th-Step Appr Cnsn Electn		
	6 From Cnsn Electn, 12 months in 6th-Step required		
L 9863	Splicer, Apprentice Substation Cable (T/S)		
	1st 6 months ¹	\$4,233.84	\$24.426
	2nd 6 months ²	4,384.99	25.298
	3rd 6 months ³	4,556.93	26.290
	4th 6 months ⁴	4,738.24	27.336
	5th 6 months ⁵	4,936.88	28.482
	Promote to job code 9871 ⁶	5,110.04	29.481
	On Bid:		
	1 From 1st and 2nd-Step Apprentice Electrician		
	2 From 3rd-Step Apprentice Electrician		
	3 From 4th-Step Apprentice Electrician		
	4 From 5th-Step Apprentice Electrician		
	5 From 6th-Step Apprentice Electrician		
	6 From Electrician, 12 months in 6th-Step required at.....		
		\$5,110.04	\$29.481

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9865	Splicer, Apprentice Transmission Cable (T/S)		
	1st 6 months ¹	\$4,233.84	\$24.426
	2nd 6 months ²	4,384.99	25.298
	3rd 6 months ³	4,556.93	26.290
	4th 6 months ⁴	4,738.24	27.336
	5th 6 months ⁵	4,936.88	28.482
	Promote to job code 9877 ⁶	5,110.04	29.481
	On Bid:		
	1 From 1st and 2nd-Step Apprentice Lineman-Splicer, Groundman		
	2 From 3rd-Step Apprentice Lineman-Splicer		
	3 From 4th-Step Apprentice Lineman-Splicer		
	4 From 5th-Step Apprentice Lineman-Splicer		
	5 From 6th-Step Apprentice Lineman-Splicer		
	6 From 1st-Step Lineman-Splicer		
	at	\$5,110.04	\$29.481
M 9866	Splicer, Cable (CFF)		
	.....	\$5,857.45	\$33.793
M 9867	Splicer, Construction Cable (CFF)		
	1st 6 months.....	\$5,667.13	\$32.695
	2nd 6 months.....	5,857.45	33.793
	Thereafter.....	5,951.23	34.334
M 9871	Splicer, Substation Cable (T/S)		
	1st 6 months.....	\$5,667.13	\$32.695
	2nd 6 months.....	5,857.45	33.793
	Thereafter.....	5,951.23	34.334

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9877	Splicer, Transmission Cable (T/S)		
	1st 6 months ¹	\$5,576.83	\$32.174
	2nd 6 months.....	5,760.73	33.235
	3rd 6 months	5,857.45	33.793
	Thereafter.....	5,951.23	34.334
	¹ 1st 12 months on bid from Top-Step Lineman-Splicer		
K 9882	Subforeman, Camp (Hydro)		
	.....	\$5,110.04	\$29.481
L 9890	Subforeman, Flumes & Structures – BP (Hydro)		
	.....	\$5,576.83	\$32.174
O 9902	Subforeman, Mechanical Substation (T/S)		
	.....	\$6,133.40	\$35.385
N 9918	Supervisor, Road & Right of Way (T/S)		
	.....	\$6,342.79	\$36.593
L 9914	Technician, Chemical (Steam)		
	1st 6 months.....	\$5,110.04	\$29.481
	Thereafter.....	5,669.56	32.709
N 9915	Technician, Instrument (Steam)		
	.....	\$5,944.81	\$34.297
	(Cool Water Only)		
P 8732	Technician, Instrument Control and Electrical (Steam)		
	1st 6 months.....	\$6,133.40	\$35.385
	Thereafter.....	6,315.57	36.436

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
P 9958	Technician, Supervising Control System		
	1st 6 months.....	\$6,452.51	\$37.226
	Thereafter.....	6,831.59	39.413
N 9827	Technician, Test (T/S)		
	1st 6 months.....	\$4,867.37	\$28.081
	2nd 6 months.....	5,066.19	29.228
	3rd 6 months.....	5,239.35	30.227
	4th 6 months.....	5,706.13	32.920
	5th 6 months.....	5,890.04	33.981
	6th 6 months.....	6,074.12	35.043
N 9932	Technician, Test (CFF, Hydro, Steam)		
	1st 6 months.....	\$4,738.24	\$27.336
	2nd 6 months.....	4,936.88	28.482
	3rd 6 months.....	5,110.04	29.481
	4th 6 months.....	5,576.83	32.174
	5th 6 months.....	5,760.73	33.235
	Thereafter.....	5,944.81	34.297
	Hold until vacant, then promote by working unit seniority to Test Technician A		
P 9826	Technician, Test A (T/S)		
	.....	\$6,444.88	\$37.182
P 9936	Technician, Test A (CFF, Hydro, Steam)		
	1st 6 months.....	\$6,133.40	\$35.385
	Thereafter.....	6,315.57	36.436
Q 9825	Technician, Test Supervising		
	.....	\$6,812.52	\$39.303

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 8950	Tender, Reservoir Headworks (Hydro)	\$4,473.04	\$25.806
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,502.24	\$14.436
	2nd 3 months.....	2,676.27	15.440
	3rd 3 months	2,889.64	16.671
	4th 6 months.....	3,094.17	17.851
	5th 6 months.....	3,293.33	19.000
	Promote, transfer or terminate	3,489.89	20.134
C 9964	†*Utilityman (Hydro, Steam)		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,442.23	19.859
	Thereafter.....	3,855.80	22.245
C 9971	†*Utilityman (T/S)		
	Promote, transfer or terminate	\$3,039.92	\$17.538
E 9975	†Utilityman, Territorial (Hydro, T/S)		
	1st 6 months.....	\$3,442.23	\$19.859
	2nd 6 months.....	3,855.80	22.245
	Thereafter.....	4,067.27	23.465
K 9985	Welder, Apprentice (Hydro, T/S)		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	As qualified – promote.....	5,110.04	29.481

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9982	Welder, Apprentice Construction (CFF)		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months.....	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	As qualified – promote.....	5,110.04	29.481
	Promote to Construction or Layout Welder		
L 9991	Welder, Certified (Hydro)		
	.....	\$5,669.56	\$32.709
L 9993	Welder, Construction (CFF)		
	.....CFF	\$5,669.56	\$32.709
L 9986	Welder, Layout (CFF, Hydro, T/S)		
	.....	\$5,576.83	\$32.174
L 9989	Welder – Steam (IBEW)		
	.....	\$5,669.56	\$32.709
K 9988	Worker, Sheet Metal (Hydro)		
	.....	\$5,110.04	\$29.481

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
CORPORATE REAL ESTATE
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9060	†*Attendant, Building Facilities		
	1st 6 months.....	\$2,982.20	\$17.205
	2nd 6 months.....	3,382.95	19.517
	Thereafter.....	3,784.56	21.834
K 9130	Cabinetmaker – Installer	\$5,145.92	\$29.688
J 9160	Carpenter, Building Maintenance		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months.....	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	Thereafter.....	5,024.24	28.986
L 9394	Electrician, Building Maintenance		
	1st 6 months.....	\$4,384.99	\$25.298
	2nd 6 months.....	4,556.93	26.290
	3rd 6 months.....	4,738.24	27.336
	4th 6 months.....	4,936.88	28.482
	5th 6 months.....	5,194.28	29.967
	Thereafter.....	5,576.83	32.174

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9470	Finisher, Wood	\$5,024.24	\$28.986
E 9462	†Foreman, Assistant Janitor	\$4,067.27	\$23.465
L 9463	Foreman, Building Carpenter		
	1st 6 months	\$5,386.51	\$31.076
	Thereafter	5,576.83	32.174
L 9467	Foreman, Building Mechanical		
	1st 6 months	\$5,386.51	\$31.076
	Thereafter	5,576.83	32.174
L 9469	Foreman, Building Painter		
	1st 6 months	\$5,292.04	\$30.531
	Thereafter	5,479.59	31.613
N 9486	Foreman, Electrical Maintenance		
	1st 6 months	\$5,944.81	\$34.297
	Thereafter	6,133.40	35.385
G 9493	Foreman, Porter		
	1st 6 months	\$4,140.59	\$23.888
	2nd 6 months	4,233.84	24.426
	Thereafter	4,384.99	25.298
E 9532	†Helper, Building Carpenter		
	1st 6 months	\$3,923.75	\$22.637
	2nd 6 months	4,067.27	23.465
	Thereafter	4,140.59	23.888

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9533	†Helper, Building Electrical		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888
E 9535	†Helper, Building Maintenance		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888
E 9537	†Helper, Building Painter		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	Thereafter.....	4,140.59	23.888
D 9625	†Maintenanceman, Building		
	.....	\$3,923.75	\$22.637
J 9637	Mechanic, Building Maintenance		
	1st 6 months.....	\$4,384.99	\$25.298
	2nd 6 months.....	4,556.93	26.290
	3rd 6 months.....	4,738.24	27.336
	Thereafter.....	5,024.24	28.986
J 9646	Mechanic, Maintenance		
	.....	\$4,936.88	\$28.482
	(Memo) Classification authorized in Procurement & MM – Administered and paid on Real Properties P/Rs #255 & #259. Reference: 04-19-82 Contract Negotiations, Resolution 9		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Corporate Real Estate

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9784	Painter, Building		
	1st 6 months.....	\$4,384.99	\$25.298
	2nd 6 months.....	4,556.93	26.290
	3rd 6 months	4,738.24	27.336
	Thereafter.....	4,936.88	28.482
J 9802	††Plasterer		
	.....	\$5,024.24	\$28.986
C 9809	†Porter		
	.....	\$3,784.56	\$21.834
D 9801	†Porter, Special-Service		
	.....	\$3,923.75	\$22.637
E 9904	†Subforeman, Porter		
	.....	\$3,994.64	\$23.046
M 9921	Technician, Building Electrical		
	1st 6 months.....	\$5,024.24	\$28.986
	2nd 6 months.....	5,194.28	29.967
	3rd 6 months	5,386.51	31.076
	4th 6 months.....	5,576.83	32.174
	Thereafter.....	5,760.73	33.235
K 9988	††Worker, Sheet Metal		
	.....	\$5,110.04	\$29.481

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 CUSTOMER SERVICE
 OPERATIONS DIVISION
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9454	*Clerk, Meter Support		
	1st 6 months.....	\$3,139.59	\$18.113
	Thereafter.....	3,954.25	22.813
H 9448	Specialist, Meter Support		
	1st 6 months.....	\$4,051.15	\$23.372
	Thereafter.....	4,578.60	26.415
L 9455	Specialist, Supervising Meter Support		
	1st 6 months.....	\$4,702.88	\$27.132
	Thereafter.....	5,065.15	29.222
E 9450	*Technician, Meter 1/1A		
	1st 6 months.....	\$2,881.32	\$16.623
	Promote, transfer or terminate	3,139.59	18.113
E 9452	Technician, Meter 2/2A		
	1st 6 months.....	\$3,654.21	\$21.082
	Promote, transfer or terminate	4,067.09	23.464

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Customer Service Operations

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9453	Technician, Meter 3		
	1st 6 months.....	\$4,233.84	\$24.426
	Thereafter.....	4,384.99	25.298
K 9445	Technician, Meter 4		
	1st 6 months.....	\$4,556.93	\$26.290
	Thereafter.....	5,062.72	29.208
L 9446	Technician, Meter 5		
	1st 6 months.....	\$5,576.83	\$32.174
	Thereafter.....	5,981.56	34.509
O 9447	Technician, Meter 6		
	1st 6 months.....	\$6,133.40	\$35.385
	Thereafter.....	6,423.39	37.058

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
DISTRIBUTION BUSINESS UNIT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8283	Accountant, Construction/Maintenance		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months	4,956.29	28.594
	4th 6 months.....	5,065.15	29.222
	Thereafter.....	5,298.11	30.566
H 8154	Accountant, Payroll Specialist		
	1st 6 months.....	\$4,578.43	\$26.414
	Thereafter.....	4,738.93	27.340
F 8155	*Accountant, Payroll Support		
	1st 6 months.....	\$3,427.84	\$19.776
	2nd 6 months.....	3,612.61	20.842
	3rd 6 months	3,798.25	21.913
	4th 6 months.....	3,929.81	22.672
	5th 6 months.....	4,280.12	24.693
	Promote, transfer or terminate	4,424.16	25.524
K 8157	Accountant, Supervising Payroll		
	1st 6 months.....	\$5,576.83	\$32.174
	Thereafter.....	5,706.48	32.922

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8282	Accountant, Supervisor Construction/Maintenance		
	1st 6 months	\$5,753.63	\$33.194
	Thereafter	5,887.61	33.967
F 8386	† Clerk, Field Services Support		
	1st 6 months	\$3,339.96	\$19.269
	2nd 6 months	3,516.41	20.287
	3rd 6 months	3,782.31	21.821
	4th 6 months	3,965.35	22.877
	5th 3 months	4,062.76	23.439
	Promote, transfer or terminate	4,160.69	24.004
F 8132	Clerk, Field Service Support (ADDL 1)		
	1st 6 months	\$3,426.63	\$19.769
	2nd 6 months	3,603.08	20.787
	3rd 6 months	3,868.97	22.321
	4th 6 months	4,052.01	23.377
	5th 3 months	4,149.43	23.939
	Promote, transfer or terminate	4,247.36	24.504
F 8116	Clerk, Field Service Support (ADDL 2)		
	1st 6 months	\$3,513.29	\$20.269
	2nd 6 months	3,689.75	21.287
	3rd 6 months	3,955.64	22.821
	4th 6 months	4,138.68	23.877
	5th 3 months	4,236.09	24.439
	Promote, transfer or terminate	4,334.03	25.004

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8284	*Clerk, Construction/Maintenance		
	1st 6 months.....	\$3,312.05	\$19.108
	2nd 6 months.....	3,489.89	20.134
	3rd 6 months.....	3,668.95	21.167
	4th 6 months.....	4,135.39	23.858
	5th 6 months.....	4,273.71	24.656
	Promote, transfer or terminate	4,578.60	26.415
F 9300	*†Clerk, Construction/Maintenance Support		
	1st 6 months.....	\$3,426.97	\$19.771
	2nd 6 months.....	3,607.93	20.815
	3rd 6 months.....	3,880.59	22.388
	4th 6 months.....	4,068.31	23.471
	5th 3 months.....	4,168.32	24.048
	Promote, transfer or terminate	4,269.03	24.629
F 9304	*Clerk, Distribution Operations Support		
	1st 6 months.....	\$3,339.96	\$19.269
	2nd 6 months.....	3,516.41	20.287
	3rd 6 months.....	3,782.31	21.821
	4th 6 months.....	3,965.35	22.877
	5th 6 months.....	4,160.69	24.004
F 8287	*Clerk, Joint Pole		
	1st 6 months.....	\$3,312.05	\$19.108
	2nd 6 months.....	3,489.89	20.134
	3rd 6 months.....	3,668.95	21.167
	4th 6 months.....	4,135.39	23.858
	5th 6 months.....	4,273.71	24.656
	Promote, transfer or terminate	4,578.60	26.415

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8290	*Clerk, Streetlight Bookkeeping		
	1st 6 months	\$3,312.05	\$19.108
	2nd 6 months.....	3,489.89	20.134
	3rd 6 months	3,668.95	21.167
	4th 6 months.....	4,135.39	23.858
	5th 6 months.....	4,273.71	24.656
	Promote, transfer or terminate	4,578.60	26.415
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,013.05	\$17.383
	2nd 6 months.....	3,431.48	19.797
	Thereafter	3,855.80	22.245
H 9310	Driver, Heavy Duty		
	.....	\$4,556.93	\$26.290
G 9320	Driver, Light Duty		
	1st 6 months	\$4,233.84	\$24.426
	Thereafter	4,384.99	25.298
P 9476	Foreman, Distribution Apparatus		
	.....	\$7,279.65	\$41.998
	Rubber Glove Certification – 1	7,498.05	43.258
Q 9481	Foreman, Electrical Crew		
	Upgrade rate only.....	\$7,279.65	\$41.998
	Rubber Glove Certification – 1	7,498.05	43.258
N 9490	Foreman, Light Insulator Washer		
	.....	\$6,040.67	\$34.850
Q 9473	Foreman, Training Crew		
	.....	\$7,872.97	\$45.421

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9525	†*Groundman		
	1st 6 months.....	\$3,309.63	\$19.094
	2nd 6 months.....	3,569.97	20.596
	3rd 6 months	3,855.80	22.245
	Thereafter.....	4,140.59	23.888
E 9526	†*Groundman A		
	1st 6 months.....	\$3,309.63	\$19.094
	2nd 6 months.....	3,569.97	20.596
	3rd 6 months	3,855.80	22.245
	Thereafter.....	4,140.59	23.888
G 9521	Handler, Material – Supply Center		
	1st 6 months.....	\$3,947.84	\$22.776
	2nd 6 months.....	4,039.01	23.302
	3rd 6 months	4,135.39	23.858
	4th 6 months.....	4,273.71	24.656
	5th 6 months.....	4,371.29	25.219
	Thereafter.....	4,475.29	25.819
I 9803	Inspector, Electrical System		
	1st 6 months.....	\$3,129.19	\$18.053
	2nd 6 months.....	3,396.81	19.597
	3rd 6 months	3,592.51	20.726
	Progress, transfer or terminate	3,859.96	22.269
	5th per LOU 03/16/06.....	4,187.91	24.161
	6th per LOU 03/16/06.....	4,543.93	26.215

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
17570	Inspector, Radio & TV Interference		
	1st 6 months.....	\$3,923.75	\$22.637
	2nd 6 months.....	4,067.27	23.465
	3rd 6 months	4,233.84	24.426
	4th 6 months.....	4,384.99	25.298
	5th 6 months.....	4,556.93	26.290
	Thereafter.....	4,738.24	27.336
M 9601	Lineman, Journeyman (Volunteered/Waiting for Training)		
	1st 6 months.....	\$6,319.56	\$36.459
	Thereafter.....	6,528.95	37.667
M 9611	Lineman, Journeyman (Rubber Glove Trained)		
	1st 6 months.....	\$6,509.36	\$37.554
	Thereafter.....	6,724.99	38.798
K 9505	Lineman, Apprentice/Training		
	1st 6 months ¹	\$2,881.32	\$16.623
	2nd 6 months ²	3,477.41	20.062
	¹ Awarded to employees without one year of Groundman/Helper experience.		
	² After successful completion, promote to Apprentice Lineman, first step.		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9605	Lineman, Apprentice		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months.....	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	5,342.31	30.821
	Thereafter.....	5,529.85	31.903
J 9606	Lineman, Utility		
	.....	\$5,342.31	\$30.821
G 7632	Meter Reader 1		
	1st 6 months.....	\$4,543.24	\$26.211
	2nd 6 months.....	4,645.85	26.803
	Thereafter.....	4,720.21	27.232
G 8130	Meter Reader 1 (ADDL 1)		
	1st 6 months.....	\$4,629.91	\$26.711
	2nd 6 months.....	\$4,732.52	27.303
	Thereafter.....	\$4,806.88	27.732
G 8114	Meter Reader 1 (ADDL 2)		
	1st 6 months.....	\$4,716.57	\$27.211
	2nd 6 months.....	4,819.19	27.803
	Thereafter.....	4,893.55	28.232

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8300	*Meter Reader 2		
	1st 12 months.....	\$2,419.73	\$13.960
	2nd 6 months.....	2,698.97	15.571
	3rd 6 months	2,881.32	16.623
	4th 6 months.....	3,062.28	17.667
	5th 6 months.....	3,263.00	18.825
	6th 3 months.....	3,477.59	20.063
	7th 3 months.....	3,718.52	21.453
	8th 6 months.....	4,051.15	23.372
	9th 3 months.....	4,113.55	23.732
	10th 3 months.....	4,206.45	24.268
	Maximum.....	4,273.71	24.656
N 8135	Meter Reader 2 (ADDL 1)		
	1st 6 months.....	\$2,506.40	\$14.460
	2nd 6 months.....	2,785.64	16.071
	3rd 6 months	2,967.99	17.123
	4th 6 months.....	3,148.95	18.167
	5th 6 months.....	3,349.67	19.325
	6th 3 months.....	3,564.25	20.563
	7th 3 months.....	3,805.19	21.953
	8th 6 months.....	4,137.81	23.872
	9th 3 months.....	4,200.21	24.232
	10th 3 months.....	4,293.12	24.768
	Maximum.....	4,360.37	25.156

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 8119	Meter Reader 2 (ADDL 2)		
	1st 6 months	\$2,593.07	\$14.960
	2nd 6 months.....	2,872.31	16.571
	3rd 6 months	3,054.65	17.623
	4th 6 months.....	3,235.61	18.667
	5th 6 months.....	3,436.33	19.825
	6th 3 months.....	3,650.92	21.063
	7th 3 months.....	3,891.85	22.453
	8th 6 months.....	4,224.48	24.372
	9th 3 months.....	4,286.88	24.732
	10th 3 months.....	4,379.79	25.268
	Maximum.....	4,447.04	25.656
H 9713	Operator, Distribution Equipment		
	.....	\$4,646.89	\$26.809
I 9798	Repairman, Street Light		
	1st 6 months.....	\$4,825.43	\$27.839
	Thereafter	5,078.67	29.300
I 7850	Representative, Field Service 1		
	.....	\$4,936.88	\$28.482
I 7863	Representative, Field Service 2		
	1st 6 months.....	\$4,578.60	\$26.415
	2nd 6 months.....	4,685.89	27.034
	Thereafter.....	4,798.91	27.686
K 7871	Representative, Supervising Field Service		
	.....	\$5,433.13	\$31.345
K 8133	Representative, Supervising Field Service (ADDL 1)		
	.....	\$5,519.80	\$31.845

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 8117	Representative, Supervising Field Service (ADDL 2)		
	.....	\$5,606.47	\$32.345
K 7839	Representative, Territorial Service		
	1st 6 months	\$4,384.99	\$25.298
	2nd 6 months.....	4,556.93	26.290
	3rd 6 months	4,738.24	27.336
	4th 6 months.....	4,936.88	28.482
	Thereafter.....	5,130.15	29.597
G 9894	Specialist, Construction/Maintenance Support		
	1st 6 months.....	\$4,578.43	\$26.414
	Thereafter.....	4,738.93	27.340
G 9880	Specialist, Distribution Operations Support		
	1st 6 months.....	\$4,580.16	\$26.424
	2nd 6 months.....	5,065.15	29.222
G 8385	Specialist, Field Services Support		
	1st 6 months.....	\$4,461.25	\$25.738
	Thereafter.....	4,536.13	26.170
G 8136	Specialist, Field Services Support (ADDL 1)		
	1st 6 months.....	\$4,547.92	\$26.238
	Thereafter.....	4,622.80	26.670
G 8123	Specialist, Field Services Support (ADDL 2)		
	1st 6 months.....	\$4,634.59	\$26.738
	Thereafter.....	4,709.47	27.170

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 8286	Specialist, Joint Pole		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months	4,956.29	28.594
	Thereafter.....	5,065.15	29.222
I 8289	Specialist, Streetlight Bookkeeping		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months	4,956.29	28.594
	Thereafter.....	5,065.15	29.222
K 8288	Specialist, Supervising Bookkeeping		
	1st 6 months.....	\$5,753.63	\$33.194
	Thereafter.....	5,887.61	33.967
K 8285	Specialist, Supervising Joint Pole		
	1st 6 months.....	\$5,753.63	\$33.194
	Thereafter.....	5,887.61	33.967
M 9870	Splicer, Senior Cable		
	1st 6 months.....	\$6,528.95	\$37.667
	Thereafter.....	6,724.99	38.798
F 8281	*Technician, Assistant Mapping		
	1st 6 months.....	\$3,312.05	\$19.108
	2nd 6 months.....	3,489.89	20.134
	3rd 6 months	3,668.95	21.167
	4th 6 months.....	4,135.39	23.858
	5th 6 months.....	4,273.71	24.656
	Promote, transfer or terminate	4,578.60	26.415

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9927	Technician, Distribution Apparatus		
	1st 6 months.....	\$6,837.13	\$39.445
	Thereafter.....	7,051.20	40.680
I 8280	Technician, Mapping		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months.....	4,956.29	28.594
	4th 6 months.....	5,065.15	29.222
	Thereafter.....	5,298.11	30.566
K 8279	Technician, Supervising Mapping		
	1st 6 months.....	\$5,753.63	\$33.194
	Thereafter.....	5,887.61	33.967
O 9501	Troubleman		
	.....	\$6,942.87	\$40.055
	Rubber Glove Certification – 1	7,151.21	41.257
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,502.24	\$14.436
	2nd 3 months.....	2,676.27	15.440
	3rd 3 months.....	2,889.64	16.671
	4th 6 months.....	3,094.17	17.851
	5th 6 months.....	3,293.33	19.000
	Promote, transfer or terminate	3,489.89	20.134
C 9964	†*Utilityman		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,442.23	19.859
	Thereafter.....	3,855.80	22.245

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Distribution Business Unit

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,516.41	20.287
	Thereafter.....	3,994.64	23.046

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

EXHIBIT A — IBEW — LOCAL 47
INFORMATION TECHNOLOGY
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7157	Clerk, Communication Construction		
	1st 6 months.....	\$4,371.29	\$25.219
	2nd 6 months.....	4,578.60	26.415
	Thereafter.....	4,798.91	27.686
E 7161	†Clerk, Communication Traffic		
	1st 6 months.....	\$3,947.84	\$22.776
	Thereafter.....	4,039.01	23.302
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,142.71	\$18.131
	2nd 3 months.....	3,312.05	19.108
	3rd 6 months.....	3,489.89	20.134
	4th 6 months.....	3,668.95	21.167
	5th 6 months.....	3,855.80	22.245
	Thereafter.....	4,039.01	23.302

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
I 7294	Clerk, Division Accounting		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months	4,956.29	28.594
	Thereafter.....	5,065.15	29.222
F 7241	†*Clerk, Field Office		
	1st 6 months.....	\$3,312.05	\$19.108
	As qualified.....	3,592.68	20.727
	As qualified.....	3,855.80	22.245
	As qualified – promote.....	4,135.39	23.858
	Promote to Records Clerk, transfer or terminate		
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,790.15	\$16.097
	2nd 3 months.....	3,000.57	17.311
	3rd 3 months	3,219.15	18.572
	4th 3 months.....	3,430.44	19.791
	5th 6 months.....	3,639.65	20.998
	Promote, transfer or terminate	3,855.80	22.245
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,646.45	\$15.268
	2nd 3 months.....	2,832.09	16.339
	3rd 3 months	3,042.35	17.552
	4th 3 months.....	3,252.25	18.763
	5th 3 months.....	3,463.03	19.979
	Promote, transfer or terminate	3,668.95	21.167

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
H 7268	Clerk, Records		
	1st 6 months.....	\$4,371.29	\$25.219
	As qualified	4,475.29	25.819
	As qualified – promote.....	4,578.60	26.415
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 7231	†*Clerk, Report		
	1st 6 months.....	\$3,312.05	\$19.108
	As qualified	3,489.89	20.134
	As qualified	3,668.95	21.167
	As qualified	3,855.80	22.245
	As qualified	4,039.01	23.302
	Thereafter.....	4,273.71	24.656
K 7295	Clerk, Supervising Division		
	.....	\$5,500.56	\$31.734
J 7250	Clerk, Supervising Material		
	1st 6 months.....	\$4,956.29	\$28.594
	2nd 6 months.....	5,065.15	29.222
	Thereafter	5,181.45	29.893
A 7247	†*Clerk, Trainee		
	1st 3 months.....	\$2,361.67	\$13.625
	2nd 3 months.....	2,557.01	14.752
	3rd 3 months	2,745.08	15.837
	4th 3 months.....	2,936.61	16.942
	5th 3 months.....	3,121.21	18.007
	Promote, transfer or terminate	3,312.05	19.108

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,013.05	\$17.383
	2nd 6 months.....	3,431.48	19.797
	Thereafter.....	3,855.80	22.245
J 7430	Expediter, Material		
	1st 6 months.....	\$4,956.29	\$28.594
	As qualified.....	5,065.15	29.222
	Thereafter.....	5,181.45	29.893
G 9520	Handler, Material		
	1st 6 months.....	\$4,039.01	\$23.302
	Thereafter.....	4,475.29	25.819
I 9522	Handler, Senior Material		
	1st 6 months.....	\$4,685.89	\$27.034
	Thereafter.....	4,798.91	27.686
E 7689	†Operator, Assistant Supervising Telephone		
	.....	\$4,253.60	\$24.540
C 7715	†*Operator, Junior Telephone		
	1st 3 months.....	\$2,646.45	\$15.268
	2nd 3 months.....	2,832.79	16.343
	3rd 3 months.....	3,042.35	17.552
	4th 3 months.....	3,252.25	18.763
	5th 3 months.....	3,463.03	19.979
	Promote, transfer or terminate	3,668.95	21.167
F 7725	†Operator, On Call Telephone		
	Per day rate.....	\$3,968.47	\$22.895
E 7733	†Operator, Relief Telephone		
	.....	\$3,947.84	\$22.776

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7763	†*Operator, Telephone		
	1st 3 months	\$2,790.15	16.097
	2nd 3 months.....	3,000.57	17.311
	3rd 3 months	3,219.15	18.572
	4th 3 months.....	3,430.44	19.791
	5th 6 months.....	3,639.65	20.998
	Thereafter.....	3,855.80	22.245
N 9922	Technician, Area Communication		
	.....	\$6,040.67	\$34.850
N 9929	Technician, Communication		
	1st 6 months.....	\$4,738.24	\$27.336
	2nd 6 months.....	4,936.88	28.482
	3rd 6 months	5,110.04	29.481
	4th 6 months.....	5,576.83	32.174
	5th 6 months.....	5,760.73	33.235
	Thereafter.....	5,944.81	34.297
G 9923	*Technician, Junior Communication		
	1st 6 months.....	\$4,067.27	\$23.465
	2nd 6 months.....	4,233.84	24.426
	Promote, transfer or terminate	4,384.99	25.298
	Promote on bid basis to Communication Technician, transfer or terminate		
P 9956	Technician, Supervising Communication		
	1st 6 months.....	\$6,698.12	\$38.643
	Thereafter.....	6,812.52	39.303
O 9957	Technician, Systems Communication		
	.....	\$6,229.08	\$35.937

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9937	*Testboardman		
	1st 6 months.....	\$3,442.23	\$19.859
	2nd 6 months.....	3,698.93	21.340
	3rd 6 months.....	3,994.64	23.046
	4th 6 months.....	4,309.41	24.862
	5th 6 months.....	4,556.93	26.290
	6th 6 months.....	4,825.43	27.839
	Thereafter.....	5,024.24	28.986
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,502.24	\$14.436
	2nd 3 months.....	2,676.27	15.440
	3rd 3 months.....	2,889.64	16.671
	4th 6 months.....	3,094.17	17.851
	5th 6 months.....	3,293.33	19.000
	Promote, transfer or terminate	3,489.89	20.134
C 9964	†*Utilityman		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,442.23	19.859
	Thereafter.....	3,855.80	22.245

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 PROCUREMENT AND MATERIAL
 MANAGEMENT DEPARTMENT
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7117	Clerk, Accounting & Statistical		
	1st 6 months.....	\$4,956.29	\$28.594
	2nd 6 months.....	5,065.15	29.222
	Thereafter.....	5,181.45	29.893
I 7152	Clerk & Cashier, Salvage Offices		
	1st 6 months.....	\$4,371.29	\$25.219
	2nd 6 months.....	4,475.29	25.819
	3rd 6 months.....	4,578.60	26.415
	4th 6 months.....	4,685.89	27.034
	5th 6 months.....	4,798.91	27.686
	Thereafter.....	4,956.29	28.594
F 7231	†*Clerk, Report		
	1st 6 months.....	\$3,312.05	\$19.108
	As qualified.....	3,489.89	20.134
	As qualified.....	3,668.95	21.167
	As qualified.....	3,855.80	22.245
	As qualified.....	4,039.01	23.302
	Thereafter.....	4,273.71	24.656

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7235	Clerk, Salvage Bid		
	1st 6 months.....	\$4,475.29	\$25.819
	2nd 6 months.....	4,578.60	26.415
	3rd 6 months.....	4,685.89	27.034
	4th 6 months.....	4,798.91	27.686
	5th 6 months.....	4,956.29	28.594
	Thereafter.....	5,065.15	29.222
A 7247	†*Clerk, Trainee		
	1st 3 months.....	\$2,361.67	\$13.625
	2nd 3 months.....	2,557.01	14.752
	3rd 3 months.....	2,745.08	15.837
	4th 3 months.....	2,936.61	16.942
	5th 3 months.....	3,121.21	18.007
	Promote, transfer or terminate	3,312.05	19.108
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,013.05	\$17.383
	2nd 6 months.....	3,431.48	19.797
	Thereafter.....	3,855.80	22.245
I 7378	Clerk, Warehouse		
	1st 6 months.....	\$4,371.29	\$25.219
	2nd 6 months.....	4,475.29	25.819
	3rd 6 months.....	4,578.60	26.415
	4th 6 months.....	4,685.89	27.034
	Thereafter.....	4,798.91	27.686
J 9312	Driver, Heavy Transportation		
	.....	\$4,825.43	\$27.839

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
G 9323	Driver, Light Transportation		
	1st 6 months.....	\$4,233.84	\$24.426
	Thereafter.....	4,384.99	25.298
L 9325	Driver, Supervising Transportation		
	.....	\$5,386.51	\$31.076
H 9326	Driver, Transportation		
	.....	\$4,556.93	\$26.290
G 9531	Handler, Material		
	1st 6 months.....	\$4,039.01	\$23.302
	2nd 6 months.....	4,135.39	23.858
	3rd 6 months.....	4,273.71	24.656
	4th 6 months.....	4,371.29	25.219
	Thereafter.....	4,475.29	25.819
M 9701	Operator, Construction Equipment 1		
	1st 6 months ¹	\$5,669.56	\$32.709
	2nd 6 months ²	5,760.73	33.235
	Thereafter.....	5,857.45	33.793
	¹ When acting as second operator on Lattice Boom cranes only		
	² Promotion from Construction Equipment Operator 2		
L 9702	Operator, Construction Equipment 2		
	1st 6 months.....	\$5,292.04	\$30.531
	2nd 6 months.....	5,433.13	31.345
	Thereafter.....	5,576.83	32.174

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
K 9703	Operator, Construction Equipment 3		
	1st 6 months.....	\$4,936.88	\$28.482
	2nd 6 months.....	5,024.24	28.986
	Thereafter.....	5,110.04	29.481
I 9704	Operator, Construction Equipment 4		
	1st 6 months.....	\$4,738.24	\$27.336
	Thereafter.....	4,825.43	27.839
L 8940	Supervisor, Material & Equipment Sales		
	.....	\$5,500.56	\$31.734
L 9909	Supervisor, Warehouse I		
	Thereafter.....	\$5,500.56	\$31.734
K 9063	Supervisor, Warehouse II		
	Thereafter.....	\$5,356.87	\$30.905
J 9066	Supervisor, Warehouse III		
	Thereafter.....	\$5,078.15	\$29.297
C 7946	†*Typist		
	1st 3 months.....	\$2,646.45	\$15.268
	2nd 6 months.....	2,832.79	16.343
	3rd 6 months.....	3,042.35	17.552
	4th 6 months.....	3,252.25	18.763
	5th 6 months.....	3,463.03	19.979
	Thereafter.....	3,668.95	21.167

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7953	†*Typist, Junior		
	1st 3 months.....	\$2,502.24	\$14.436
	2nd 3 months.....	2,676.27	15.440
	3rd 3 months	2,889.64	16.671
	4th 6 months.....	3,094.17	17.851
	5th 6 months.....	3,293.33	19.000
	Promote, transfer or terminate	3,489.89	20.134
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,516.41	20.287
	Thereafter	3,994.64	23.046
	Promote to Material Handler, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7051	† Aide, Laboratory		
	1st 6 months.....	\$4,039.01	\$23.302
	As qualified.....	4,135.39	23.858
	Thereafter.....	4,273.71	24.656
I 7294	Clerk, Division Accounting		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months.....	4,956.29	28.594
	Thereafter.....	5,065.15	29.222
F 7241	†* Clerk, Field Office		
	1st 6 months.....	\$3,312.05	\$19.108
	As qualified.....	3,592.68	20.727
	As qualified.....	3,855.80	22.245
	As qualified – promote.....	4,135.39	23.858
	Promote to Records Clerk, transfer or terminate		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7221	†*Clerk, Junior Field Office		
	1st 3 months.....	\$2,646.45	\$15.268
	2nd 3 months.....	2,832.09	16.339
	3rd 3 months	3,042.35	17.552
	4th 3 months.....	3,252.25	18.763
	5th 3 months.....	3,463.03	19.979
	Promote, transfer or terminate	3,668.95	21.167
H 8140	Clerk, Records		
	1st 6 months.....	\$4,371.29	\$25.219
	As qualified.....	4,475.29	25.819
	Thereafter.....	4,578.60	26.415
	Promote to Division Accounting Clerk, transfer, terminate or hold		
F 8310	†*Clerk, Report		
	1st 6 months.....	\$3,312.05	\$19.108
	As qualified.....	3,489.89	20.134
	As qualified.....	3,668.95	21.167
	As qualified.....	3,855.80	22.245
	As qualified.....	4,039.01	23.302
	Thereafter.....	4,273.71	24.656
	Promote to Records Clerk, transfer or hold		
K 7295	Clerk, Supervising Division		
	.....	\$5,500.56	\$31.734
J 9328	Clerk, Supervising Warehouse		
	.....	\$5,181.45	\$29.893

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7274	†*Clerk, Typist		
	1st 6 months.....	\$3,013.05	\$17.383
	2nd 6 months.....	3,431.48	19.797
	Thereafter.....	3,855.80	22.245
I 9327	Clerk, Warehouse		
	1st 6 months.....	\$4,685.89	\$27.034
	Thereafter.....	4,798.91	27.686
G 9320	Driver, Light Duty		
	1st 6 months.....	\$4,233.84	\$24.426
	Thereafter.....	4,384.99	25.298
P 9240	Foreman, Motor/Generator Specialist		
	1st 6 months.....	\$6,133.40	\$35.385
	Thereafter.....	6,362.03	36.704
P 9235	Foreman, Transformer Specialist		
	1st 6 months.....	\$6,133.40	\$35.385
	Thereafter.....	6,362.03	36.704
P 9242	Foreman, Welder		
	1st 6 months.....	\$6,040.32	\$34.848
	Thereafter.....	6,231.33	35.950
E 9557	Helper, Motor/Generator		
	1st 6 months.....	\$3,309.63	\$19.094
	2nd 6 months.....	3,569.97	20.596
	3rd 6 months.....	3,855.80	22.245
	Thereafter.....	4,140.59	23.888

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9538	Helper, Transformer		
	1st 6 months	\$3,309.63	\$19.094
	2nd 6 months.....	3,569.97	20.596
	3rd 6 months	3,855.80	22.245
	Thereafter.....	4,140.59	23.888
L 9613	Machinist, Apparatus Repair		
	.....	\$5,669.56	\$32.709
K 9612	Machinist, Apprentice Apparatus Repair		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	Thereafter.....	5,110.04	29.481
L 9644	Mechanic, Instrument		
	1st 6 months.....	\$5,110.04	\$29.481
	Thereafter.....	5,576.83	32.174
M 9645	Mechanic, Instrument A		
	.....	\$5,760.73	\$33.235
J 9646	Mechanic, Maintenance		
	.....	\$4,936.88	\$28.482
H 9718	Operator, Fork Lift		
	1st 6 months.....	\$4,384.99	\$25.298
	Thereafter.....	4,556.93	26.290

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 9782	Painter		
	1st 6 months.....	\$4,384.99	\$25.298
	2nd 6 months.....	4,556.93	26.290
	3rd 6 months.....	4,738.24	27.336
	Thereafter.....	4,936.88	28.482
J 9811	Repairer, Tool & Equipment		
	1st 6 months ¹	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months.....	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	Thereafter.....	4,936.88	28.482
	¹ Subject to Union concurrence		
E 9831	†Repairman, Distribution Transformer		
	.....	\$4,140.59	\$23.888
L 9832	Repairman, Electrical		
	.....	\$5,669.56	\$32.709
K 9817	Specialist, Motor/Generator 1		
	1st 6 months.....	\$4,556.93	\$26.290
	Thereafter.....	4,978.83	28.724
K 9839	Specialist, Motor/Generator 2		
	1st 6 months.....	\$5,194.28	\$29.967
	Thereafter.....	5,807.36	33.504
K 9812	Specialist, Transformer 1		
	1st 6 months.....	\$4,556.93	\$26.290
	Thereafter.....	4,978.83	28.724

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9829	Specialist, Transformer 2		
	1st 6 months	\$5,194.28	\$29.967
	Thereafter	5,807.36	33.504
N 9947	Technician, Electrical Apparatus Test		
	1st 6 months	\$5,110.04	\$29.481
	2nd 6 months	5,338.32	30.798
	3rd 6 months	5,576.83	32.174
	4th 6 months	5,760.73	33.235
	Thereafter	5,944.81	34.297
O 9948	Technician, Electrical Apparatus Test A		
	1st 6 months	\$6,040.67	\$34.850
	Thereafter	6,231.33	35.950
K 9919	Technician, Instrument		
	1st 6 months	\$4,936.88	\$28.482
	Thereafter	5,110.04	29.481
N 9934	Technician, Laboratory		
	1st 6 months	\$5,110.04	\$29.481
	2nd 6 months	5,338.32	30.798
	3rd 6 months	5,576.83	32.174
	4th 6 months	5,760.73	33.235
	Thereafter	5,944.81	34.297
O 9935	Technician, Laboratory A – Selective		
	1st 6 months	\$6,040.67	\$34.850
	Thereafter	6,229.08	35.937

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
M 9945	Technician, Laboratory Relay		
	1st 6 months.....	\$5,110.04	\$29.481
	2nd 6 months.....	5,292.04	30.531
	3rd 6 months	5,479.59	31.613
	Thereafter.....	5,669.56	32.709
C 9964	†*Utilityman		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,442.23	19.859
	Thereafter.....	3,855.80	22.245
K 9985	Welder, Apprentice		
	1st 6 months.....	\$4,233.84	\$24.426
	2nd 6 months.....	4,384.99	25.298
	3rd 6 months	4,556.93	26.290
	4th 6 months.....	4,738.24	27.336
	5th 6 months.....	4,936.88	28.482
	As qualified – promote.....	5,110.04	29.481
L 9991	Welder, Certified		
	.....	\$5,669.56	\$32.709
L 9986	Welder, Layout		
	.....	\$5,576.83	\$32.174
D 9979	†*Worker, Warehouse		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,516.41	20.287
	Thereafter.....	3,994.64	23.046

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 SHOP SERVICES AND
 INSTRUMENTATION —
 LOCKHEED MARTIN
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9622	Machinist, Maintenance (SSID-LP)	\$5,669.56	\$32.709
L 8719	Operator, Energy Services Plant (SSID-LP)		
	1st 6 months.....	\$5,169.15	\$29.822
	Thereafter.....	5,415.45	31.243

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
SYSTEM OPERATION DIVISION
Standard Classification and
Composite Wage Schedule
Working Foreman
and Non-Supervisory Personnel
Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
N 9941	Technician, Control System ¹ (Syst Opr)		
	1st 6 months.....	\$4,738.24	\$27.336
	2nd 6 months.....	4,936.88	28.482
	3rd 6 months	5,110.04	29.481
	4th 6 months.....	5,576.83	32.174
	5th 6 months.....	5,760.73	33.235
	Thereafter.....	5,944.81	34.297
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section – Physical Staff P/R #825		
O 9978	Technician, Control System A ¹ (Syst Opr)		
	.....	\$6,444.88	\$37.182
	¹ Working seniority remains in Telecommunications Division; work location assigned in Control Systems Section – Physical Staff P/R #825		

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**EXHIBIT A — IBEW — LOCAL 47
 TRANSPORTATION SERVICES DEPARTMENT
 Standard Classification and
 Composite Wage Schedule
 Working Foreman
 and Non-Supervisory Personnel
 Hired Prior to 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9055	†*Attendant, Automotive		
	1st 6 months.....	\$3,039.92	\$17.538
	2nd 6 months.....	3,442.23	19.859
	Thereafter.....	3,855.80	22.245
H 7147	Clerk, Automotive Repair		
	1st 6 months.....	\$4,371.29	\$25.219
	Thereafter.....	4,475.29	25.819
	Thereafter.....	4,578.60	26.415
E 7160	†*Clerk, Correspondence		
	1st 3 months.....	\$3,142.71	\$18.131
	2nd 3 months.....	3,312.05	19.108
	3rd 6 months.....	3,489.89	20.134
	4th 6 months.....	3,668.95	21.167
	5th 6 months.....	3,855.80	22.245
	Thereafter.....	4,039.01	23.302

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
J 7172	Clerk, Expediting		
	1st 6 months	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	3rd 6 months	4,956.29	28.594
	4th 6 months.....	5,065.15	29.222
	Thereafter	5,181.45	29.893
D 7243	†*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,790.15	\$16.097
	2nd 3 months.....	3,000.57	17.311
	3rd 3 months	3,219.15	18.572
	4th 3 months.....	3,430.44	19.791
	5th 6 months.....	3,639.65	20.998
	Promote, transfer or terminate	3,855.80	22.245
I 8110	Clerk, Transportation Accounting I		
	1st 6 months.....	\$4,685.89	\$27.034
	2nd 6 months.....	4,798.91	27.686
	Thereafter.....	5,065.15	29.222
G 8111	Clerk, Transportation Accounting II		
	1st 6 months.....	\$4,126.72	\$23.808
	2nd 6 months.....	4,273.71	24.656
	3rd 6 months	4,396.60	25.365
	Thereafter.....	4,578.60	26.415
E 8112	†*Clerk, Transportation Accounting III		
	1st 6 months.....	\$3,142.71	\$18.131
	2nd 6 months.....	3,397.85	19.603
	3rd 6 months	3,668.95	21.167
	Promote, transfer or terminate	4,039.01	23.302

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
O 9478	Foreman, District Automotive A		
	1st 6 months.....	\$5,944.81	\$34.297
	Thereafter.....	6,133.40	35.385
M 9480	Foreman, District Automotive B		
	1st 6 months.....	\$5,576.83	\$32.174
	Thereafter.....	5,760.73	33.235
L 9483	Foreman, District Automotive C		
	.....	\$5,479.59	\$31.613
O 9507	Foreman, Traveling Automotive		
	1st 6 months.....	\$5,944.81	\$34.297
	Thereafter.....	6,133.40	35.385
G 9520	Handler, Material		
	.....	\$4,039.01	\$23.302
I 9522	Handler, Senior Material		
	1st 6 months.....	\$4,685.89	\$27.034
	Thereafter.....	4,798.91	27.686
L 9618	Machinist, Automotive		
	.....	\$5,576.83	\$32.174
K 9634	Mechanic, Automotive		
	1st 6 months.....	\$4,646.89	\$26.809
	2nd 6 months.....	4,825.43	27.839
	3rd 6 months.....	5,024.24	28.986
	Thereafter.....	5,194.28	29.967
L 9641	Mechanic, District Automotive		
	.....	\$5,386.51	\$31.076

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Transportation Services

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
L 9663	Mechanic, Traveling	\$5,386.51	\$31.076
J 9786	Painter, Automotive	\$4,936.88	\$28.482
G 9856	Serviceman, Automotive		
	1st 6 months.....	\$3,994.64	\$23.046
	2nd 6 months.....	4,140.59	23.888
	Thereafter.....	4,309.41	24.862
G 9864	Serviceman, Traveling Automotive		
	1st 6 months.....	\$3,994.64	\$23.046
	2nd 6 months.....	4,140.59	23.888
	Thereafter.....	4,309.41	24.862
L 9878	Subforeman, Automotive	\$5,386.51	\$31.076
L 9892	Subforeman, Hydraulic Shop	\$5,386.51	\$31.076
J 9952	Trimmer, Automotive	\$5,024.24	\$28.986
K 9953	Trimmer, Automotive A	\$5,275.40	\$30.435

* Entering level job

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

**ADDENDUM TO EXHIBIT A
CONSTRUCTION FIELD FORCES, HYDRO,
STEAM AND TRANSMISSION/SUBSTATION
AND SYSTEM OPERATION DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8022	*Assistant, Operating (Steam)		
	1st 6 months.....	\$3,003.52	\$17.328
	2nd 6 months.....	3,308.24	19.086
	3rd 6 months	3,654.21	21.082
	Thereafter	4,013.71	23.156
F 9016	Attendant, Tool Room (Hydro)		
	1st 6 months.....	\$3,308.24	\$19.086
	2nd 6 months.....	3,477.59	20.063
	3rd 6 months	3,828.59	22.088
	Thereafter	4,084.43	23.564
F 8276	*Clerk, Construction/Maintenance (T/S)		
	1st 6 months.....	\$2,939.04	\$16.956
	2nd 6 months.....	3,263.17	18.826
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,718.52	21.453
	5th 6 months.....	4,051.15	23.372
	Promote, transfer or terminate	4,578.60	26.415

* Entering level job

Addendum to Exhibit A
CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7651	*Clerk, Correspondence (Hydro)		
	1st 3 months.....	\$2,753.40	\$15.885
	2nd 3 months.....	2,907.84	16.776
	3rd 3 months	3,062.28	17.667
	4th 6 months.....	3,263.00	18.825
	5th 6 months.....	3,477.59	20.063
	Thereafter.....	3,828.59	22.088
E 7659	*Clerk, Division Correspondence (CFF, T/S)		
	1st 6 months.....	\$2,525.99	\$14.573
	2nd 6 months.....	2,753.40	15.885
	3rd 6 months	3,062.28	17.667
	4th 6 months.....	3,308.24	19.086
	5th 6 months.....	3,477.59	20.063
	Thereafter.....	3,828.59	22.088
F 7660	*Clerk, Division Office (CFF, T/S)		
	1st 6 months.....	\$2,753.40	\$15.885
	2nd 6 months.....	2,939.04	16.956
	3rd 6 months	3,263.00	18.825
	4th 6 months.....	3,477.59	20.063
	5th 6 months.....	3,718.52	21.453
	6th 6 months.....	4,051.15	23.372
	Thereafter.....	4,245.28	24.492

* Entering level job

Addendum to Exhibit A
CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	As qualified.....	3,477.59	20.063
	As qualified.....	3,654.21	21.082
	As qualified – promote.....	3,920.45	22.618
	Promote to Records Clerk, transfer or terminate		
D 7510	*Clerk, Junior Correspondence (Hydro)		
	1st 3 months.....	\$2,423.20	\$13.980
	2nd 3 months.....	2,601.04	15.006
	3rd 3 months.....	2,844.23	16.409
	4th 3 months.....	3,062.28	17.667
	5th 6 months.....	3,308.24	19.086
	Promote, transfer or terminate	3,654.21	21.082
C 7663	*Clerk, Junior Field Office (Hydro)		
	1st 3 months.....	\$2,283.67	\$13.175
	2nd 3 months.....	2,423.20	13.980
	3rd 3 months.....	2,676.79	15.443
	4th 3 months.....	2,907.84	16.776
	5th 3 months.....	3,139.59	18.113
	Promote, transfer or terminate	3,477.59	20.063

† For employees hired on or after 4-9-84, see Addendum to Exhibit A

Addendum to Exhibit A
CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7666	*Clerk, Report (Hydro)		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,263.00	18.825
	As qualified.....	3,477.59	20.063
	As qualified.....	3,718.52	21.453
	Thereafter.....	4,051.15	23.372
A 7667	*Clerk, Trainee (Hydro)		
	1st 3 months.....	\$2,029.73	\$11.710
	2nd 3 months.....	2,174.99	12.548
	3rd 3 months	2,371.55	13.682
	4th 3 months.....	2,601.04	15.006
	5th 3 months.....	2,844.23	16.409
	Promote, transfer or terminate	3,139.59	18.113
D 7669	*Clerk, Typist (Hydro)		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,477.59	20.063
	Thereafter.....	3,654.21	21.082
D 7670	*Clerk, Typist – Division (CFF, T/S)		
	1st 6 months.....	\$2,283.67	\$13.175
	2nd 6 months.....	2,601.04	15.006
	3rd 6 months	2,844.23	16.409
	4th 6 months.....	3,062.28	17.667
	5th 6 months.....	3,308.24	19.086
	Thereafter.....	3,654.21	21.082

* Entering level job

**Addendum to Exhibit A
CFF, Hydro, Steam and T/S**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 8152	*Cook (Hydro)		
	1st 6 months.....	\$2,907.84	\$16.776
	2nd 6 months.....	3,477.59	20.063
	Thereafter.....	3,786.47	21.845
E 9528	*Groundman (CFF, T/S)		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,654.21	21.082
	Thereafter.....	3,924.79	22.643
D 9511	*Handler, Assistant Material (CFF)		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Promote to job code indicated	3,786.47	21.845
	Promote to Material Handler, transfer or terminate		
E 9541	Helper, Construction (CFF, Hydro)		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter.....	3,924.79	22.643
E 8552	Helper, Cook (Hydro)		
	1 per day	\$3,271.84	\$18.876

* Entering level job

**Addendum to Exhibit A
CFF, Hydro, Steam and T/S**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9579	Helper, Electrical (Hydro, Steam, T/S)		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter	3,924.79	22.643
E 9545	Helper, Electrical Construction (CFF)		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter	3,924.79	22.643
E 9553	Helper, Maintenance (Hydro)		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter	3,924.79	22.643
E 9581	*Helper, Maintenance (Steam)		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,654.21	21.082
	Thereafter	3,924.79	22.643
E 9575	Helper, Mechanical Construction (CFF)		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter	3,924.79	22.643

* Entering level job

Addendum to Exhibit A
CFF, Hydro, Steam and T/S

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 8554	*Housekeeper (Hydro)		
	1st 6 months.....	\$2,174.99	\$12.548
	2nd 6 months.....	2,423.20	13.980
	3rd 6 months	2,676.79	15.443
	Thereafter.....	2,933.32	16.923
C 9754	*Laborer		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter.....	3,654.21	21.082
F 8772	Operator, Trainee (T/S)		
	1st 4 months.....	\$3,477.59	\$20.063
	2nd 2 months.....	3,718.52	21.453
	Promote, transfer or terminate	4,013.71	23.156
B 7961	*Typist, Junior (Hydro)		
	1st 3 months.....	\$2,174.99	\$12.548
	2nd 3 months.....	2,371.55	13.682
	3rd 3 months	2,601.04	15.006
	4th 3 months.....	2,844.23	16.409
	5th 6 months.....	3,062.28	17.667
	Promote, transfer or terminate	3,308.24	19.086
C 9963	*Utilityman (Steam)		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter.....	3,654.21	21.082

* Entering level job

**Addendum to Exhibit A
CFF, Hydro, Steam and T/S**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9974	*Utilityman (T/S) Promote, transfer or terminate	\$2,601.04	\$15.006
E 9977	Utilityman, Territorial (Hydro, T/S)		
	1st 6 months	\$2,907.84	\$16.776
	2nd 6 months.....	3,308.24	19.086
	Thereafter	3,854.59	22.238

* Entering level job

**ADDENDUM TO EXHIBIT A
CORPORATE REAL ESTATE
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9061	*Attendant, Building Facilities		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,263.00	18.825
	Thereafter.....	3,587.31	20.696
E 9569	Helper, Building Carpenter		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter.....	3,924.79	22.643
E 9570	Helper, Building Electrical		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter.....	3,924.79	22.643
E 9571	Helper, Building Maintenance		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter.....	3,924.79	22.643

* Entering level job

**Addendum to Exhibit A
Corporate Real Estate**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9572	Helper, Building Painter		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	3rd 6 months	3,828.59	22.088
	Thereafter.....	3,924.79	22.643
D 9680	Maintenanceman, Building		
	.....	\$3,718.52	\$21.453
C 9805	Porter		
	.....	\$3,587.31	\$20.696
D 9806	Porter, Special-Service		
	.....	\$3,718.52	\$21.453
E 9807	Subforeman, Porter		
	.....	\$3,786.47	\$21.845

* Entering level job

**ADDENDUM TO EXHIBIT A
CUSTOMER SERVICE OPERATIONS DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9454	*Clerk, Meter Support		
	1st 6 months.....	\$3,139.59	\$18.113
	Thereafter.....	3,954.25	22.813
E 9450	*Technician, Meter 1/1A		
	1st 6 months.....	\$2,881.32	\$16.623
	Promote, transfer or terminate	3,139.59	18.113

* Entering level job

**ADDENDUM TO EXHIBIT A
DISTRIBUTION BUSINESS UNIT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8156	*Accountant, Payroll Support		
	1st 6 months.....	\$3,042.52	\$17.553
	2nd 6 months.....	3,376.19	19.478
	3rd 6 months	3,598.57	20.761
	4th 6 months.....	3,726.32	21.498
	5th 3 months.....	3,849.73	22.210
	Promote, transfer or terminate	4,193.45	24.193
F 8276	*Clerk, Construction/Maintenance		
	1st 6 months.....	\$2,939.04	\$16.956
	2nd 6 months.....	3,263.17	18.826
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,718.52	21.453
	5th 6 months.....	4,051.15	23.372
	Promote, transfer or terminate	4,578.60	26.415

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 9303	*Clerk, Construction/Maintenance Support		
	1st 6 months.....	\$3,235.27	\$18.665
	2nd 6 months.....	3,415.01	19.702
	3rd 6 months	3,669.29	21.169
	4th 6 months.....	3,844.53	22.180
	5th 3 months.....	3,940.39	22.733
	Promote, transfer or terminate	4,033.29	23.269
F 9305	*†Clerk, Distribution Operations Support		
	1st 6 months.....	\$3,171.48	\$18.297
	2nd 6 months.....	3,348.11	19.316
	3rd 6 months	3,597.19	20.753
	4th 6 months.....	3,769.31	21.746
	5th 6 months.....	3,954.25	22.813
F 8387	Clerk, Field Services Support		
	1st 6 months.....	\$3,171.48	\$18.297
	2nd 6 months.....	3,348.11	19.316
	3rd 6 months	3,597.19	20.753
	4th 6 months.....	3,769.31	21.746
	5th 6 months.....	3,863.08	22.287
	Promote, transfer or terminate	3,954.25	22.813
F 8134	Clerk, Field Service Support (ADDL 1)		
	1st 6 months.....	\$3,258.15	\$18.797
	2nd 6 months.....	3,434.77	19.816
	3rd 6 months	3,683.85	21.253
	4th 6 months.....	3,855.97	22.246
	5th 3 months.....	3,949.75	22.787
	Promote, transfer or terminate	4,040.92	23.313

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8118	Clerk, Field Service Support (AD/DL 2)		
	1st 6 months.....	\$3,344.81	\$19.297
	2nd 6 months.....	3,521.44	20.316
	3rd 6 months.....	3,770.52	21.753
	4th 6 months.....	3,942.64	22.746
	5th 3 months.....	4,036.41	23.287
	Promote, transfer or terminate	4,127.59	23.813
F 8277	*Clerk, Joint Pole		
	1st 6 months.....	\$2,939.04	\$16.956
	2nd 6 months.....	3,263.17	18.826
	3rd 6 months.....	3,477.59	20.063
	4th 6 months.....	3,718.52	21.453
	5th 6 months.....	4,051.15	23.372
	Promote, transfer or terminate	4,578.60	26.415
F 8278	*Clerk, Streetlight Bookkeeping		
	1st 6 months.....	\$2,939.04	\$16.956
	2nd 6 months.....	3,263.17	18.826
	3rd 6 months.....	3,477.59	20.063
	4th 6 months.....	3,718.52	21.453
	5th 6 months.....	4,051.15	23.372
	Thereafter.....	4,578.60	26.415
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months.....	3,477.59	20.063
	Thereafter.....	3,654.21	21.082

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 9528	*Groundman		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,654.21	21.082
	Thereafter.....	3,924.79	22.643
E 9529	*Groundman A		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,654.21	21.082
	Thereafter.....	3,924.79	22.643
C 9754	*Laborer		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Maximum.....	3,654.21	21.082
F 8275	*Technician, Assistant Mapping		
	1st 6 months.....	\$2,939.04	\$16.956
	2nd 6 months.....	3,263.17	18.826
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,718.52	21.453
	5th 6 months.....	4,051.15	23.372
	Promote, transfer or terminate	4,578.60	26.415

* Entering level job

**Addendum to Exhibit A
Distribution Business Unit**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,174.99	\$12.548
	2nd 3 months.....	2,371.55	13.682
	3rd 3 months	2,601.04	15.006
	4th 3 months.....	2,844.23	16.409
	5th 6 months.....	3,062.28	17.667
	Promote, transfer or terminate	3,308.24	19.086
C 9963	*Utilityman		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter	3,654.21	21.082
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter	3,786.47	21.845

* Entering level job

**ADDENDUM TO EXHIBIT A
INFORMATION TECHNOLOGY
AND SYSTEM OPERATION DIVISION
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 7656	*Clerk, Communication Traffic		
	1st 6 months.....	\$3,437.37	\$19.831
	2nd 6 months.....	3,654.21	21.082
	Thereafter.....	3,828.59	22.088
E 7651	*Clerk, Correspondence		
	1st 3 months.....	\$2,753.40	\$15.885
	2nd 3 months.....	2,907.84	16.776
	3rd 3 months.....	3,062.28	17.667
	4th 6 months.....	3,263.00	18.825
	5th 6 months.....	3,477.59	20.063
	Thereafter.....	3,828.59	22.088
F 7655	*Clerk, Field Office		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	As qualified.....	3,477.59	20.063
	As qualified.....	3,654.21	21.082
	As qualified – promote.....	3,920.45	22.618
	Promote to Records Clerk, transfer or terminate		

* Entering level job

Addendum to Exhibit A Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,423.20	\$13.980
	2nd 3 months.....	2,601.04	15.006
	3rd 3 months	2,844.23	16.409
	4th 3 months.....	3,062.28	17.667
	5th 6 months.....	3,308.24	19.086
	Promote, transfer or terminate	3,654.21	21.082
C 7663	*Clerk, Junior Field Office		
	1st 3 months.....	\$2,283.67	\$13.175
	2nd 3 months.....	2,423.20	13.980
	3rd 3 months	2,676.79	15.443
	4th 3 months.....	2,907.84	16.776
	5th 3 months.....	3,139.59	18.113
	Promote, transfer or terminate	3,477.59	20.063
F 7666	*Clerk, Report		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,263.00	18.825
	As qualified.....	3,477.59	20.063
	As qualified.....	3,718.52	21.453
	Thereafter.....	4,051.15	23.372
A 7667	*Clerk, Trainee		
	1st 3 months.....	\$2,029.73	\$11.710
	2nd 3 months.....	2,174.99	12.548
	3rd 3 months	2,371.55	13.682
	4th 3 months.....	2,601.04	15.006
	5th 3 months.....	2,844.23	16.409
	Promote, transfer or terminate	3,139.59	18.113

* Entering level job

Addendum to Exhibit A Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7669	*Clerk, Typist		
	1st 6 months	\$2,601.04	\$15.006
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,477.59	20.063
	Thereafter	3,654.21	21.082
C 9754	*Laborer		
	1st 6 months	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter	3,654.21	21.082
E 7690	Operator, Assistant Supervising Telephone		
	.....	\$4,041.27	\$23.315
C 7714	*Operator, Junior Telephone		
	1st 3 months	\$2,283.67	\$13.175
	2nd 3 months.....	2,423.20	13.980
	3rd 3 months	2,676.79	15.443
	4th 3 months.....	2,907.84	16.776
	5th 3 months.....	3,139.59	18.113
	Promote, transfer or terminate	3,477.59	20.063
F 7641	Operator, On Call Telephone		
	1 Per day	\$3,761.68	\$21.702
E 7642	Operator, Relief Telephone		
	.....	\$3,741.75	\$21.587

* Entering level job

Addendum to Exhibit A Information Technology

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
D 7643	*Operator, Telephone		
	1st 3 months.....	\$2,423.20	\$13.980
	2nd 3 months.....	2,601.04	15.006
	3rd 3 months	2,844.23	16.409
	4th 3 months.....	3,062.28	17.667
	5th 6 months.....	3,308.24	19.086
	Thereafter.....	3,654.21	21.082
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,174.99	\$12.548
	2nd 3 months.....	2,371.55	13.682
	3rd 3 months	2,601.04	15.006
	4th 3 months.....	2,844.23	16.409
	5th 6 months.....	3,062.28	17.667
	Promote, transfer or terminate	3,308.24	19.086
C 9963	*Utilityman		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter.....	3,654.21	21.082

* Entering level job

**ADDENDUM TO EXHIBIT A
PROCUREMENT AND MATERIAL
MANAGEMENT DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7666	*Clerk, Report		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,263.00	18.825
	As qualified.....	3,477.59	20.063
	As qualified.....	3,718.52	21.453
	Thereafter.....	4,051.15	23.372
A 7667	*Clerk, Trainee		
	1st 3 months.....	\$2,029.73	\$11.710
	2nd 3 months.....	2,174.99	12.548
	3rd 3 months	2,371.55	13.682
	4th 3 months.....	2,601.04	15.006
	5th 3 months.....	2,844.23	16.409
	Promote, transfer or terminate	3,139.59	18.113
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,477.59	20.063
	Thereafter.....	3,654.21	21.082

* Entering level job

Addendum to Exhibit A Procurement and Material Management

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 7947	*Typist		
	1st 3 months.....	\$2,283.67	\$13.175
	2nd 6 months.....	2,423.20	13.980
	3rd 6 months	2,676.79	15.443
	4th 6 months.....	2,907.84	16.776
	5th 6 months.....	3,139.59	18.113
	Thereafter.....	3,477.59	20.063
B 7961	*Typist, Junior		
	1st 3 months.....	\$2,174.99	\$12.548
	2nd 3 months.....	2,371.55	13.682
	3rd 3 months	2,601.04	15.006
	4th 3 months.....	2,844.23	16.409
	5th 6 months.....	3,062.28	17.667
	Promote, transfer or terminate	3,308.24	19.086
D 9980	*Worker, Warehouse		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter.....	3,786.47	21.845
	Promote to Material Handler, transfer or terminate		

* Entering level job

**ADDENDUM TO EXHIBIT A
SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 7654	Aide, Laboratory		
	1st 6 months	\$3,477.59	\$20.063
	2nd 6 months	3,654.21	21.082
	As qualified	3,828.59	22.088
	Thereafter	4,051.15	23.372
F 7655	*Clerk, Field Office		
	1st 6 months	\$2,881.32	\$16.623
	2nd 6 months	3,139.59	18.113
	As qualified	3,477.59	20.063
	As qualified	3,654.21	21.082
	As qualified – promote	3,920.45	22.618
	Promote to Records Clerk, transfer or terminate		
C 7663	*Clerk, Junior Field Office		
	1st 3 months	\$2,283.67	\$13.175
	2nd 3 months	2,423.20	13.980
	3rd 3 months	2,676.79	15.443
	4th 3 months	2,907.84	16.776
	5th 3 months	3,139.59	18.113
	Promote, transfer or terminate	3,477.59	20.063

* Entering level job

Addendum to Exhibit A Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
F 8311	*Clerk, Report		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,263.00	18.825
	As qualified.....	3,477.59	20.063
	As qualified.....	3,718.52	21.453
	Thereafter	4,051.15	23.372
	Promote to Records Clerk, transfer or hold		
D 7669	*Clerk, Typist		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,477.59	20.063
	Thereafter.....	3,654.21	21.082
E 9576	Helper, Motor/Generator		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,654.21	21.082
	Thereafter.....	3,924.79	22.643
E 9548	Helper, Transformer		
	1st 6 months.....	\$2,881.32	\$16.623
	2nd 6 months.....	3,139.59	18.113
	3rd 6 months	3,477.59	20.063
	4th 6 months.....	3,654.21	21.082
	Thereafter.....	3,924.79	22.643

* Entering level job

Addendum to Exhibit A
Shop Services and Instrumentation

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9754	*Laborer		
	1st 6 months	\$2,601.04	\$15.006
	2nd 6 months	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter	3,654.21	21.082
E 9840	Repairman, Distribution Transformer		
	.....	\$3,924.79	\$22.643
C 9963	*Utilityman		
	1st 6 months	\$2,601.04	\$15.006
	2nd 6 months	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter	3,654.21	21.082
D 9980	*Worker, Warehouse		
	1st 6 months	\$2,601.04	\$15.006
	2nd 6 months	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter	3,786.47	21.845

* Entering level job

**ADDENDUM TO EXHIBIT A
TRANSPORTATION SERVICES DEPARTMENT
Standard Classification and Wage
Schedule for Selected Jobs for
Non-Supervisory Personnel
Hired on or After 4-9-84**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
C 9054	*Attendant, Automotive		
	1st 6 months.....	\$2,601.04	\$15.006
	2nd 6 months.....	2,907.84	16.776
	3rd 6 months	3,308.24	19.086
	Thereafter.....	3,654.21	21.082
E 7651	*Clerk, Correspondence		
	1st 3 months.....	\$2,753.40	\$15.885
	2nd 3 months.....	2,907.84	16.776
	3rd 3 months	3,062.28	17.667
	4th 6 months.....	3,263.00	18.825
	5th 6 months.....	3,477.59	20.063
	Thereafter.....	3,828.59	22.088
D 7510	*Clerk, Junior Correspondence		
	1st 3 months.....	\$2,423.20	\$13.980
	2nd 3 months.....	2,601.04	15.006
	3rd 3 months	2,844.23	16.409
	4th 3 months.....	3,062.28	17.667
	5th 6 months.....	3,308.24	19.086
	Promote, transfer or terminate	3,654.21	21.082

* Entering level job

**Addendum to Exhibit A
Transportation Services**

Occupational Code	Job Title	Equivalent Monthly Schedule	Hourly Schedule
E 8113	*Clerk, Transportation Accounting III		
	1st 6 months	\$2,753.40	\$15.885
	2nd 6 months.....	3,062.28	17.667
	3rd 6 months	3,477.59	20.063
	Promote, transfer or terminate	3,828.59	22.088
D 9979	†*Worker, Warehouse		
	1st 6 months	\$3,039.92	\$17.538
	2nd 6 months.....	3,516.41	20.287
	Thereafter.....	3,994.64	23.046

* Entering level job

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EXHIBIT B

Geo. Location	Working Unit	Steward
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CONSTRUCTION FIELD FORCES

Alhambra	(Clerical)	1
Alhambra	(Each Crew)	1
Highgrove	(Each Crew)	1

CORPORATE REAL ESTATE

Facility Operations Division

Alhambra		1
Rosemead		5
Long Beach		1
Rialto		2

CUSTOMER SERVICE OPERATIONS DIVISION

Eastern	(Redlands, Palm Springs, San Jacinto)	1
Inland	(Ontario, Foothill, Victorville, Bishop)	1
Northern	(Tulare, Porterville, Valencia, Tehachapi, Antelope Valley)	1
Westminster		1
North Coast	(Ventura, Santa Barbara, Thousand Oaks, Santa Monica)	1
Orange County	(Huntington Beach, Fullerton, Santa Ana, El Toro)	1
San Gabriel Valley	(Covina, Montebello, Monrovia, Whittier)	1
Western	(Long Beach, South Bay, Dominquez Hills)	1

* Including other work groups where indicated.

Exhibit B

Geo. Location	Working Unit	Steward
ELECTRIC DISTRIBUTION BUSINESS UNIT*		
Antelope Valley	Transmission	3
Arrowhead		2
Barstow	Transmission	2
Bishop	Transmission	2
Blythe		1
Central Orange County (Santa Ana)		3
Covina		4
Dominguez Hills		3
Foothill		3
Kernville		1
Long Beach		3
Mammoth/Bishop		1
Monrovia		3
Montebello		3
North Orange County (Fullerton)		3
Ontario		4
Orange Coast	(Huntington Beach)	3
Palm Springs		3
Redlands		3
Rialto RPC		1
Ridgecrest		2
Saddleback	(El Toro)	3
San Jacinto Valley		4
San Joaquin Valley		4
Santa Barbara		3
Santa Monica		3
Shaver Lake		1
South Bay	(Redondo Beach)	3
Tehachapi		1
Thousand Oaks		3
Twentynine Palms/Yucca Valley		2
Valencia		3

* Including other work groups where indicated.

Geo. Location	Working Unit	Steward
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ELECTRIC DISTRIBUTION BUSINESS UNIT*
(Continued)

Ventura		3
Victorville		4
Whittier		3

HYDRO GENERATION DIVISION

Big Creek #1	(Hydro Operators)	2
	(Mechanical	
	Maintenance)	2
	(Electrical Maintenance)	2
	(Outside Maintenance	
	– Each Crew)	1
	(Hydro Clerical)	1
	(Utility Crew)	1
Big Creek #3	(Hydro Operators)	2
	(Hydro Maintenance)	2
	(Outside Maintenance)	1
Big Creek #8	(Hydro Operators)	2
Bishop (except		
Mono Basin)		2
Control Station	(Hydro Dispatchers)	2
East End Stream		
Flow Plants		2
Kaweah #1, 2, 3 &		
Tule River		2
Kern River #3	(Hydro Operators)	2
	(Hydro Maintenance)	2
Mono Basin		2

* Including other work groups where indicated.

Exhibit B

Geo. Location	Working Unit	Steward
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INFORMATION TECHNOLOGY

Alhambra Division Office		1
Eastern Region	(Rialto Area)	1
Northern Region	(Ventura Area)	1
	(San Joaquin Valley District)	1
General Office		1
Southern Region	(Fullerton)	1
SONGS		1
TCC	(Irvine Operations Center)	1
Western Region	(Lighthipe)	1

PROCUREMENT AND MATERIAL MANAGEMENT DEPARTMENT Logistics Division

Big Creek		1
Dominguez Hills		1
Irwindale		2
Rialto		1
Ventura		1
Westminster		2

SHOP SERVICES AND INSTRUMENTATION DEPARTMENT

Westminster		4
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SHOP SERVICES AND INSTRUMENTATION DEPARTMENT — LOCKHEED MARTIN

Lockheed/Palmdale		1
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STEAM DIVISION

Mountainview		4
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* Including other work groups where indicated.

Geo. Location	Working Unit	Steward
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SYSTEM OPERATION DIVISION

Alhambra		1
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TRANSPORTATION SERVICES DEPARTMENT

Pomona		2
Eastern Division		7
Northern Division		6
Southern Division		4
Western Division		5

TRANSMISSION/SUBSTATION DIVISION

Substation Work Bases*

Alhambra	(Support Services)	1
Calectic		2
Center		2
Chino		1
Dalton		1
Del Amo		2
Devers		2
Eldorado	Transmission	2
Ellis		2
El Nido		2
La Cienega		2
La Fresa		2
Laguna Bell		2
Lancaster	(Maintenance)	1
Lighthipe		3
Lugo		2
Magunden	Transmission	2
Mesa		3

* Including other work groups where indicated.

Exhibit B

Geo. Location	Working Unit	Steward
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TRANSMISSION/SUBSTATION DIVISION

Substation Work Bases*

(Continued)

Mira Loma		2
Moorpark	Transmission	3
Padua		2
Pardee		2
Rector		2
San Bernardino- Rialto	(Maintenance Crews)	2
Santa Clara		2
Santiago		2
Serrano	(Maintenance)	1
SONGS Mesa	(Maintenance)	1
State St. & Daisy		2
Valley		2
Vestal		2
Victor	(Maintenance)	1
Villa Park		2
Vincent		2
Vista		4
Walnut		2

Transmission Work Bases*

Central Orange County		2
Dominguez Hills		3
Rialto		2
Covina		3
San Joaquin Valley		2
Santa Paula		2
Valencia		1

* Including other work groups where indicated.

Geo. Location	Working Unit	Steward
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**TRANSMISSION/SUBSTATION DIVISION
Transmission Work Bases*
(Continued)**

Eldorado) See	
Magunden	) Substation Work Bases	
Moorpark	) See DISTRIBUTION	
Antelope Valley	) BUSINESS UNIT	
High Desert-)	
Barstow)	
Bishop)	

* Including other work groups where indicated.

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EXHIBIT D

Code Job Title

DISTRIBUTION BUSINESS UNIT

M 9601 Lineman, Journeyman
M 9611 Lineman, Rubber Glove

HYDRO GENERATION DIVISION

L 9340 Electrician
 J 9646 Mechanic, Maintenance
 L 9986 Welder, Layout

**SHOP SERVICES AND
 INSTRUMENTATION DEPARTMENT**

L 9986 Welder, Layout
 L 9991 Welder, Certified

STEAM DIVISION

L 9340 Electrician
 L 9622 Machinist, Maintenance
 M 9834 Repairman, Instrument

TRANSMISSION/SUBSTATION DIVISION

(Construction Field Forces)

L 9400 Electrician, Construction
 M 9986 Welder, Layout
 M 9993 Welder, Construction
 L 9622 Machinist, Maintenance
 M 9866 Splicer, Cable

(Substation)

L 9340 Electrician
 L 9390 Electrician, Battery
 M 9871 Splicer, Substation Cable

(Transmission)

M 9601 Journeyman/Lineman
 M 9877 Splicer, Transmission Cable

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Code Job Title

**SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT**

K 7295 Clerk, Supervising Division
 9328 Clerk, Supervising Warehouse
 9240 Foreman, Motor/Generator Specialist
 9235 Foreman, Transformer Specialist
 9242 Foreman, Welder

STEAM DIVISION

L 7260 Clerk, Supervising Station
 N 9898 Subforeman, Mechanical Steam

TRANSPORTATION SERVICES DEPARTMENT

O 9478 Foreman, District Automotive A
 M 9480 Foreman, District Automotive B
 L 9483 Foreman, District Automotive C
 O 9507 Foreman, Traveling Automotive
 L 9641 Mechanic, District Automotive
 L 9878 Subforeman, Automotive
 L 9892 Subforeman, Hydraulic Shop

TRANSMISSION/SUBSTATION DIVISION

(Construction Field Forces)

O 9757 Operator, Supervising Construction
 Equipment
 P 9475 Foreman, Cable

(Substation)

N 8699 Operator, Chief Engine
 M 8702 Operator, Chief Substation
 M 8712 Operator, Chief, Switchboard Diesel
 O 9902 Subforeman, Mechanical Substation
 Q 9825 Technician, Test Supervising

Exhibit E

Code

Job Title

TRANSMISSION/SUBSTATION DIVISION

(Continued)

(Transmission)

N 9490	Foreman, Light Insulator Washer
O 9796	Patrolman, Senior
N 9918	Supervisor, Road & RW

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EXHIBIT F

Special bid/arbitration provisions apply to these classifications — see Letters of Agreement listed in the footnotes below. An incumbent employee in an Exhibit F position is considered qualified to bid his/her same position at another location and may only be outbid for such a position by a more senior qualified bidder.

Code	Job Title
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**CUSTOMER SERVICE
OPERATIONS DIVISION**

Meter Technician 6

HYDRO GENERATION DIVISION

M 8675	Operator, Chief Base Plant ¹
N 8787	Operator, Chief Hydro Station ¹
N 9485	Foreman, Hydro Maintenance — Electrical
N 9491	Foreman, Hydro Maintenance — Civil
N 9498	Foreman, Hydro Maintenance — Mechanical
N 9658	Working Foreman — CFF

**SHOP SERVICES AND
INSTRUMENTATION DEPARTMENT**

N 9948	Technician, Electrical Apparatus A
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APPENDIX

The following extra-contractual agreements and letters are in effect and remain in force during the term of this Agreement:

Page		Subject
1-7	—	Provision for System Operating Personnel (Art. IX.E)
8	—	Provision for Substation Operating Personnel (Art. IX.E)
9	— 04/19/82	Discontinuance of Dual Seniority in Transmission/Substation and Construction Field Forces (Art. VII.A)
10	— 04/19/82	Formation of Transmission/Substation Division (Art. VII.A)
11	— 04/19/82	Apprenticeship Training in Transmission/Substation (Art. VII.A)
12	— 04/19/82	Related Work Experience for Test Technician (Art. VII.A)
13	— 04/19/82	Related Work Experience for Apprentice Electrician (Art. VII.A)
14-15	—	Summer Hours Letter of Understanding (Art. IX.A)

Appendix

16-19	— 05/27/82	Customer Service Overtime Procedure (Art. IX.I and XII.C)
20	—	Company Provided Rain Gear
21-24	—	Transmission/Substation, Construction Field Forces and Transportation Services Fixed Expenses (Art. XIV.C)
25	— 04/03/84	Restructuring of Job Classifications (Art. XII.A)
26	— 03/10/87	Establishment of System Operation as a Separate Working Unit (Art. VII.B, XIV.C and XIV.D)
27	— 03/10/87	Union Leaves of Absence (Art. X.D)
28	— 03/10/87	Temporary Base Assignments in Construction Field Forces Division (Art. XIV.C)
29-30	— 03/10/87	Identification of “Policy” and “Me Too” Grievances (Art. IV.E)
31	— 03/09/89	SONGS Agreement (Art. XII.A)
32-33	— 03/09/89	Establishment of New Permanent Shifts — TSD/CMM (Art. IX.A)

34	—	03/09/89	Meter Reader/FSR Climbing School Provision (Art. VII.A)
35-37	—	03/09/89	Bidding of Lineman/Splicer Vacancies in the Distribution Business Unit
38-40	—	02/01/90	"Body Broker" Arbitration/Mediation Settlement Agreement (Art. VII.K)
41-43			Exhibit "A" Agreement
44-45			Exhibit "B" Agreement
46			Exhibit "C" Agreement
47-50	—	03/13/91	Expedited Arbitration (Art. V)
51-52	—	03/13/91	Promotional Testing (Art. VII.A)
53-54	—	02/01/91	Automatic Progression from Warehouse Worker to Material Handler — PAMM (Art. VII.A)
55	—	03/13/91	Exception to the 35-Mile Assignability Rule
56	—	03/13/91	Career Counseling (Art. VII.E)
57	—	03/13/91	Class A or B Drivers License
58-62	—	03/13/91	Four Day/Ten Hour Work Schedule (Art. IX.A)

Appendix

63	—	03/13/91	Winter Cabin Allowance (Art. XIV.C)
64-68	—		Nite Line Crews (Art. IX.A)
69	—	1993-1994 Negotiations	Transportation Services Clothing Provisions
70	—	1993-1994 Negotiations	9/80 Work Schedule — TSD
71	—	1994-1995 Negotiations	Pepper Spray Training Agreement
72	—		Steward Training Agreement (Art. I.B)
73-78	—	1994-1995 Negotiations	Troubleman Agreement (Art. VII.A, IX.I, XIV.B and IX.B)
79-80	—	06/29/01	Part Time Meter Readers Seniority Agreement (Art. VII.K.2)
81-82	—	06/29/01	Part Time Meter Readers Transfer Process (Art. VII.D)
83-85	—	02/19/02	Pilot Program for Bargaining Unit Training Foreman (Art. VII.C.2)
86-88			Q&As Training Foreman Pilot Program
89-92	—	04/04/03	Groundman "A" Agreement (Revision To) (Art. VII.C.2)
93-94	—	11/17/03	Substation Electrician Negotiations Agreement

95-97	— 03/16/06	Electrical System Inspector — Section “M” Agreement
98-99		Job Specification
100-101	— 04/20/06	Mapping Technician Revision “Pilot Program”

**PROVISION FOR SYSTEM
OPERATING PERSONNEL**

(Reference to System Operator applies to Transmission System Operator or Subtransmission System Operator as appropriate.)

1. Station Manning: Supervision will determine the number of persons to be included in a shift rotation at a station. A normal rotation will consist of five or more System Operators.

A number of shift options have been made available to the System Operators as a part of this Paragraph M Agreement.

Voting: If the System Operators at a station express an interest in changing from their existing shift rotation, the Union will conduct a vote of the affected Union members at the station.

Such voting will be conducted during the first two weeks of October of each year to determine if a new shift will be implemented for the following year.

A 60% or greater majority of the votes cast will be required to implement a new shift rotation.

2. Fixed Graveyard Shifts

A. Establishing a Fixed Graveyard Shift Rotation (FGS):

At stations where at least one crew member desires to fill a fixed graveyard shift, a vote may be conducted concerning the establishment of a FGS rotation. A crew that votes to establish a FGS must also vote to select an "alternate" regular shift rotation (from Item 3.B. or D. below) to revert to in the event that a position on the FGS rotation becomes vacant and goes unfilled and the vacancy can only be filled by a bidder for a regular rotating shift schedule.

Appendix

B. Filling a Vacant Fixed Graveyard Shift on a FGS Schedule:

If a FGS is established and the fixed graveyard shift is subsequently vacated, the senior System Operator at the station who so desires may move to the vacant fixed graveyard shift without the necessity of posting a job bid. If the vacant fixed graveyard shift is not filled from within the crew, it will be posted for bid.

C. Filling a Vacant Rotating Shift Position at a FGS Station:

If a vacancy occurs in the rotating shifts, the fixed graveyard System Operator may elect to move to a rotating shift without the necessity of a job bid being posted. If the vacancy is not filled by the fixed graveyard crew member, it will be posted for bid.

D. Posting Job Bids at Locations with a FGS Schedule:

A System Operator vacancy on a FGS that is not filled by a volunteer on the crew will be posted as follows:

(1) A Fixed Graveyard vacancy will be bid as "System Operator — FGS — Fixed Graveyard Shift."

To expedite filling the vacancy at the station (in the event there are no qualified bidders for the fixed graveyard shift), the Company may simultaneously post a bid for "System Operator — Regular Rotating Shift schedule" with a note that the bid "will only be awarded if there is no qualified bidder for the FGS — Fixed Graveyard vacancy; *i.e.*, Bid No. _____ above."

If there are no qualified bidders for the fixed graveyard shift, the vacancy at the station will be awarded to the senior qualified bidder for the "Regular Rotating Shift schedule" and the crew will revert to their "alternate" rotating shift schedule that was selected at the time the FGS schedule was implemented. (The FGS will be cancelled at that location until it is subsequently reestablished as indicated above.)

(2) If the vacancy is on a rotating shift, it will be bid as "System Operator — FGS — Rotating Shift."

To expedite filling the vacancy at the station in the event there are no qualified bidders for the rotating shift on the FGS schedule, the Company may simultaneously post a bid for "System Operator — Regular Rotating Shift schedule" with a note that the bid "will only be awarded if there is no qualified bidder for the FGS — Rotating Shifts vacancy; i.e., Bid No. _____ above."

If there are no qualified bidders for the "FGS — Rotating Shift vacancy," the vacancy at the station will be awarded to the senior qualified bidder for the "Regular Rotating Shift schedule" and the crew will revert to their "alternate" rotating shift schedule that was selected at the time the FGS schedule was implemented. (The FGS will be cancelled at that location until it is subsequently reestablished as indicated above.)

3. Optional Shift Rotations: The shift and days off sequences for the various options available are as follows:

A. Fixed Graveyard: A System Operator on a five- or six-man rotation assigned to a fixed graveyard shift will work Monday through Friday. Days off sequence shall be Saturday–Sunday.

Appendix

B. Five-Person System Operator Rotation

(1) Backward Rotation-5

Shift sequence shall be swing, days, graveyard, relief days. Days off sequence shall be Monday–Tuesday, Wednesday–Thursday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

(2) Forward Rotation-5

Shift sequence shall be days, swing, graveyard, relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

C. Five-Person System Operator Rotation with a Fixed Graveyard Shift

(1) Backward Rotation/Fixed Graveyard-5

Shift sequence shall be swing, days, graveyard/relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday.

(2) Forward Rotation/Fixed Graveyard-5

Shift sequence shall be days, swing, graveyard/relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday.

D. Six-Person System Operator Rotation

(1) Backward Rotation-6

Shift sequence shall be swing, days, graveyard, relief days, days. Days off sequence shall be Monday–Tuesday, Wednesday–Thursday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday, Saturday–Sunday.

(2) Forward Rotation-6

Shift sequence shall be days, swing, graveyard, relief days, days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday, Saturday–Sunday.

E. Six-Person System Operator Rotation with a Fixed Graveyard Shift

(1) Backward Rotation/Fixed Graveyard-6

Shift sequence shall be swing, days, graveyard/days, relief days. Days off sequence shall be Monday–Tuesday, Wednesday–Thursday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

(2) Forward Rotation/Fixed Graveyard-6

Shift sequence shall be days, swing, graveyard/days, relief days. Days off sequence shall be Monday–Tuesday, Tuesday–Wednesday, Thursday–Friday, Saturday–Sunday, Saturday–Sunday.

4. Shift Changes for System Operators

A. One System Operator on a shift rotation is designated as the relief System Operator. A relief System Operator will fill shift vacancies in his/her classification. Filling such vacancies may require changes in shift or days off or both.

B. A relief System Operator may be assigned to fill day shift vacancies and perform the same duties as the Substation Operators assigned to their work base. They will not be required to perform such duties at stations where they have not been previously qualified except in emergencies.

C. If the System Operator on the board in charge of the day shift determines that the relief System Operator, who has been assigned to perform Substation Operator duties, is needed to assist with System Operator duties, the relief System Operator

Appendix

will return to or remain on the board and the Substation Operation Supervisor will be notified of the change in duties. The Substation Operation Supervisor will determine if additional personnel are needed to perform the Substation Operator duties.

D. A System Operator assigned to a Fixed Graveyard Shift will not be subject to a shift change except:

- (1) As provided elsewhere in this agreement.
- (2) When assigned to training.
- (3) When necessary due to poor job performance or discipline.

5. Training

A. (1) A new System Operator will be provided five (5) days of classroom training on basic system operating techniques. Such training may or may not be in consecutive days.

(2) A new System Operator will be provided three (3) days of computer training. Approximately one-half day of training will be provided on each system. Such training may or may not be in consecutive days.

B. Approximately once every three years, System Operators will be provided three (3) days of formal training on PMS, DAS, PC, New Relays and Protection Schemes. Such formal training may be provided by qualified local supervision.

C. (1) A new set of eight or more Operating Reviews will be developed and provided for training. Such reviews will be suitable for adaptation to a station's jurisdiction.

(2) Local supervision will assign one review for each System Operator to complete each quarter. Assistance will be provided each System Operator to ensure completion of the assigned review.

D. It will be incumbent upon the Company to provide training as set forth above. Likewise it will be incumbent upon each employee to participate in training as assigned.

6. New Rate of Pay for Higher Job Classification

A. In the event an employee is not moved to a new work location within eight (8) weeks of the posting of the job award, the employee will begin to receive the new rate of pay. This provision will not apply if the employee requests in writing that the move date be delayed for his/her convenience and the Company can accommodate the request.

B. If an employee is awarded an operator job classification at a higher rate of pay than the employee is currently receiving, the employee will be assigned the new job classification and receive the higher rate at the time he/she begins to break in.

Additional reference Art. IX.B.

PROVISION FOR SUBSTATION OPERATING PERSONNEL

Substation Operator's shift sequence and days off sequence will be established locally to suit local conditions. Substation Operator schedules shall avoid overlap conflict with System Operator schedules. One Substation Operator in a rotation on day shift will be designated each week as subject to fill vacancies in the rotation at his base. Filling such vacancies may require changes in shift or days off or both. Non-designated Substation Operators will be subject to shift or days off change or both to fill vacancies in the event the designated Substation Operator has no normal time available. Effort will be made to maintain a reasonable balance in the crew for such non-priority relief duty.

Substation Operators will be given the opportunity to work 12 hour shifts to fill vacancies before such vacancies are filled on overtime out of classification. Shift change that would result in an Operator's previously scheduled shift being filled at overtime shall be avoided.

Substation Operators' schedules may be changed from time to time to fit changing needs and conditions.

GENERAL

Holiday time off on a regular schedule day shift may be granted by use of normal time of relief System Operator, Substation Operator or Chief Operator. An employee is entitled to take a floating holiday as a birthday holiday, if he so elects, provided he schedules it at the time he schedules his vacation.

Changes in establishing work base will be made in accordance with the Agreement to satisfy changes in operating requirements.

Additional reference Art. IX.B.

April 19, 1982

**DISCONTINUANCE OF DUAL SENIORITY IN
TRANSMISSION/SUBSTATION AND
CONSTRUCTION FIELD FORCES**

In conjunction with the 1982 negotiations between Southern California Edison Company and Local 47, IBEW, the parties agree to discontinue further accrual of the dual working unit seniority status created with the formation of the E&C Department's field division (now called Construction Field Forces) from the construction forces of Transmission and Substation Divisions of Power Supply Department.

A. After December 31, 1982, those employees holding dual seniority shall continue to accumulate working unit seniority only within their assigned working unit.

B. Also after December 31, 1982, accumulated working unit seniority credited for the working unit other than the one which the employee is assigned to, will be banked as of that date. Such seniority may be utilized for job bids in the Construction Field Forces or Power Supply Transmission/Substation Division.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: April 19, 1982

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager, Labor Relations
Dated: April 19, 1982

Additional reference VII.A

Appendix

April 19, 1982

FORMATION OF TRANSMISSION/SUBSTATION DIVISION

As a result of the 1982 negotiations, the Substation Division and Transmission Division working units are deleted and the Transmission/ Substation Division working unit is established in Article VII, Section B of the Agreement. Accordingly, accumulated Substation or Transmission working unit seniority is henceforth recognized as Transmission/Substation working unit seniority.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Dated: April 19, 1982

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez

Manager, Labor Relations

Dated: April 19, 1982

Additional reference VII.A

April 19, 1982

**APPRENTICESHIP TRAINING IN
TRANSMISSION/SUBSTATION**

In conjunction with the 1982 negotiations between the Southern California Edison Company and Local 47, IBEW, regarding the formation of the Transmission/Substation Division working unit, the parties agree to the following criteria as satisfaction of the provisions of Article VII, Section A.3 of the Agreement relating to Apprenticeship training. The *applicant must have passed the appropriate test and must normally have at least one year's work experience in the Transmission/Substation Division working unit.*

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: April 19, 1982

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager, Labor Relations
Dated: April 19, 1982

Additional reference VII.A

Appendix

April 19, 1982

RELATED WORK EXPERIENCE FOR TEST TECHNICIAN

The following guidelines will supersede those agreed to by the parties May 11, 1973.

When an Electrician, Electrical Repairman, Transmission System Operator, Subtransmission System Operator, Hydro Station Operator, Powerhouse Operator, or Relief Powerhouse Operator is awarded the job of Test Technician, he will be placed on the fourth step of the Test Technician wage progression and will remain on such fourth step for a period of one year following which he will progress, if qualified, to the next step.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: April 19, 1982

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager, Labor Relations
Dated: April 19, 1982

Additional reference Art. VII.A

April 19, 1982

**RELATED WORK EXPERIENCE FOR
APPRENTICE ELECTRICIAN**

In conjunction with the 1982 negotiations between the Southern California Edison Company and Local 47, IBEW, regarding the formation of the Transmission/Substation Division working unit, the parties agree to the following criteria to determine if an employee in the Transmission/Substation Division, who would otherwise qualify, may be transferred with one year's credit or to the 3rd step of the Apprentice Electrician classification:

1. Three (3) years minimum operating experience to consist of at least one (1) year as Operator Distribution System or higher, with two (2) years total in any combination of the classification of Operator Trainee or Substation Operator.

2. Four (4) years minimum experience, three (3) years of which must be as a Substation Operator or higher and one (1) year in any combination of the classification of Operator Trainee or Substation Operator.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: April 19, 1982

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager, Labor Relations
Dated: April 19, 1982

Additional reference Art. VII.A

**LETTER OF UNDERSTANDING
SUMMER HOURS**

When the employees assigned to a work group or AOR wish to work summer hours, a vote will be conducted among the employees in each group. (Work groups which are on year round early hours are not eligible for summer hours.) The steward will conduct the vote of all eligible employees and notify the Union and local management of the results. If the majority of the eligible employees in a work group vote to change to summer hours and the change is not detrimental to the Company's operations, the normal start and quit times will be advanced by one hour.

At locations where a majority, but less than 100%, of the eligible employees, elects summer hours, a minimum of two weeks notice of the new schedule of working hours will be provided before placing them into effect.

Summer hours shall be in effect from the start of the first pay period that begins in June to the end of the first full pay period in September.

**CFF EMPLOYEES — NORTHERN AND EASTERN
REGIONS ONLY**

If the majority of the eligible members on a job vote to change to summer hours, normal start and quit times will be advanced by one hour. When a change in job manning is made that could change the outcome of the original vote, a steward will conduct a new vote of the members on the newly composed crew. (This agreement concerning CFF is covered in more detail in a letter between the parties dated July 21, 1992.)

This agreement is without prejudice to either parties position concerning the provisions of Article IX, Section A.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ William Blaine, Jr.
General Manager, Labor Relations

Additional reference IX.A

May 27, 1982

CUSTOMER SERVICE OVERTIME PROCEDURE

Mr. Rae E. Sanborn
Business Manager
Local 47, IBEW, AFL-CIO
12401 Pellissier Road
Whittier, CA 90601

Dear Mr. Sanborn:

The following practices with respect to the assignment of employees to perform work on a planned overtime basis and the calling out of employees for emergency work will be followed uniformly in the Customer Service Department:

Call Out for Emergency Overtime

Service Crews

1. The first call Service Crew will be called for emergency work on a unit basis.

2. If the Service Crew Foreman or upgraded Lineman/Splicer to Service Crew Foreman on the first call crew is not available when called, a Service Crew Foreman will be called in accordance with the Emergency Overtime List.

3. When additional Service Crews are required, the Service Crew Foreman and Lineman/Splicer will be called according to the Emergency Overtime List.

4. If the Lineman/Splicer on the first call is not available when called, a Lineman/Splicer will be called in accordance with the Emergency Overtime List.

5. A Lineman/Splicer temporarily upgraded to Service Crew Foreman will not be called (as a Foreman) until all available Service Crew Foremen have been called in accordance with the Emergency Overtime List (except first call Service Crew).

6. Employees will be assigned to Service Crews as required for training and as necessary to assure equity in the division of overtime.

Call Out for Emergency Overtime

Electrical and Distribution Crews

1. On a two-week basis, beginning the first Monday following pay day, a low emergency overtime Lineman/Splicer (two, in the case of Distribution Crews) and a low emergency overtime Groundman will be assigned to a crew, together with the low overtime Distribution or Electrical Crew Foreman.

2. The low emergency overtime Distribution or Electrical Crew will be called first for all emergency overtime work during the two-week period.

3. If the low emergency overtime Distribution or Electrical Crew Foreman is not available when called, the next low overtime Distribution or Electrical Crew Foreman will be called.

4. If a Lineman/Splicer on the low emergency overtime crew is not available when called, another Lineman/Splicer will be called in accordance with the Emergency Overtime List.

5. Additional employees required to supplement these crews will be called in accordance with the Emergency Overtime List.

6. Additional crews will be called in accordance with the Emergency Overtime List.

Calls made in accordance with the Overtime List shall be made as follows: the employee with the least amount of emergency overtime shall be called first and additional calls shall be made to the employees with the next lowest amount of emergency overtime.

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Planned Overtime

Service Crews

1. Service Crews will be assigned to work planned overtime, not as a unit, in accordance with the planned overtime list, except the extension of work time required prior to or beyond the regular work day.

2. A Lineman/Splicer temporarily upgraded to Service Crew Foreman will not be assigned to work planned overtime until all available Service Crew Foremen have been scheduled to work, except as set forth in Paragraph 1 above.

3. A temporarily upgraded Service Crew Foreman, when assigned to the first call crew, will assume the working schedule of the absent Service Crew Foreman.

a. When a Lineman/Splicer has been assigned an upgrade to Service Crew Foreman and is scheduled to work on his days off which would require the payment of overtime at the upgraded rate, an available Service Crew Foreman on his days off will be assigned to work the prearranged overtime.

Distribution and Electrical Crews

1. Distribution and Electrical Crews will be scheduled for planned overtime in accordance with the planned overtime list, except when working as a unit on an extended day, immediately prior to the beginning of a day, or on a specialized job that requires the same crew to complete a previously assigned job.

When employees are assigned to work planned overtime, the employee with the least amount of planned overtime in his classification shall be the first person offered the planned overtime. If additional employees are needed, the employee with the next lowest amount of overtime shall be offered the planned overtime.

Sincerely,

/s/ J. Michael Mendez
J. Michael Mendez
Labor Relations Manager

Approved:
/s/ Rae E. Sanborn
Rae E. Sanborn, Business Manager
Local 47, IBEW, AFL-CIO

Additional references IX.I and XII.C

Appendix

LETTER OF UNDERSTANDING COMPANY PROVIDED RAIN GEAR

In conjunction with the negotiations between the Southern California Edison Company and IBEW, Local 47, the Company has agreed to provide quality rain gear for meter readers and field service representatives when they may be required to perform their duties in the rain. The Company has also agreed to provide quality rain gear for Substation Operators, Hydro Operators, HSO IIs, Hydro Attendants, Hydro Maintenance Mechanics, Construction Maintenance Crews, and Hydro Utilitymen, Material Handlers, Clerks, and Warehouse Supervisors I, II and III, on a checkout basis.

LOCAL 47, IBEW, AFL-CIO

**/s/ Rae E. Sanborn
Business Manager**

SOUTHERN CALIFORNIA EDISON COMPANY

**/s/ Mark E. Mikulka
Manager of Labor Strategy**

**TRANSMISSION/SUBSTATION, CONSTRUCTION
FIELD FORCES AND TRANSPORTATION
SERVICES FIXED EXPENSES**

When the company establishes a temporary base, the provisions of this Letter of Understanding shall be in lieu of the provisions of Article XIV, Sections C and D of the Agreement, except as otherwise provided herein, to the employees within the respective groups or sections of the Transportation Services Department and the Construction Field Forces Division of Transmission/Substation where a majority of the employees within a group or section so elect.

The Union will conduct the vote of the sections or groups and will notify the Company of the results.

1. Voting

The sections or groups for purposes of voting are:

A. Transportation Services:

a. Travel crews including all Traveling Mechanics and Traveling Servicemen

b. Other Transportation Services Department employees

B. Construction Field Forces:

a. Electrical

b. Civil

c. Mechanical

d. Tools and Equipment

e. Administration

2. Temporary Base Establishment

a. A temporary base may be established by supervision at any location thirty (30) minutes driving time or beyond from the established working base.

Appendix

b. A temporary base for this purpose is defined as a temporary work location designated by the Company.

3. Temporary Base Allowances

When the Company establishes a temporary base, the following provisions will apply:

a. An employee assigned to a temporary base sixty-five (65) road miles or less from the employee's established working base will be paid a per diem allowance of \$39.40 per work day.

b. An employee assigned to a temporary base more than sixty-five (65) road miles from the employee's established working base will, at his election, receive either:

(1) A per diem allowance of \$69.00 per work day, or

(2) Lodging designated and provided by the Company and fixed meal expenses as set forth in the Agreement for each day worked.

c. No allowance or lodging will be provided or paid for vacation days, regular days off not worked, or holidays attached thereto. An employee who remains at the temporary base shall receive the per diem allowance or lodging set forth in paragraphs 3.b.(1) and (2) for all other days not worked in accordance with the current term of the Agreement.

4. Transportation

The following transportation provisions will apply only when the temporary base is more than sixty-five (65) road miles from the employee's established working base.

a. Transportation to the temporary base and return to the established working base will continue to be

available in accordance with the current terms of the Agreement.

b. Transportation will be provided from a transportation assembly point to the temporary base and return each work day.

c. A transportation assembly point for this purpose shall be determined by the Company. The transportation assembly point will be designated at a reasonable central location based on local available accommodations.

5. Travel Time

A. The time spent by an employee in traveling from his established working base to a temporary working base and return at the beginning and end of the temporary base assignment shall be paid for by the Company.

b. That time spent traveling more than twenty-five (25) minutes each way from the transportation assembly point to the temporary base and return each work day shall be paid for by the Company. An employee who reports directly to the temporary base shall be paid the same travel time as an employee utilizing Company transportation.

6. Period of Temporary Base Assignment

The period of temporary base assignment ends when an employee is returned on Company time by the Company to his established working base.

7. Exceptions

a. In the event of an emergency, the provisions of Article XIV, Section C, may be applied if supervision so directs.

b. The provisions of Article XIV, Section D, which become operable when an employee works overtime

Appendix

shall be applicable to employees covered by this Letter of Understanding.

8. Duration

a. The term of this Letter of Understanding shall continue until the 31st day of December, 1996, and for additional periods as agreed to by the parties. Should either party desire to modify any portion of the terms of this Letter, such modifications shall be negotiated simultaneously but separately from other proposed changes to the Agreement during general negotiations. It is understood that specific reference to reopen this Letter will not be required in the Union's initial notification to open general negotiations.

b. Employees within each of the sections or groups as listed in paragraph 1 above may, with a majority vote, elect to discontinue the provisions of this Letter.

Additional reference XIV.C

April 3, 1984

RESTRUCTURING OF JOB CLASSIFICATIONS

Effective April 9, 1984, a series of new job classifications will be established. Concurrently, the corresponding existing job classifications will be closed. The affected classifications, rates of pay and step progressions are set forth in the attached list. The 1984 General Increase will be applied to the closed classifications but not to the new classifications.

Any employee hired prior to the signing date of this Agreement will be considered "grandfathered." Any such employee who remains in or enters any of the affected closed classifications will receive the rates of pay and step progressions as set forth for the closed classifications.

Any person, other than a "grandfathered" employee, who after the signing date of this Agreement, enters any of the affected new classifications will receive the rates of pay and step progressions as set forth for the new classifications.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: April 3, 1984

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Director of Labor Relations
Dated: April 3, 1984

Additional reference XII.A

March 10, 1987

**ESTABLISHMENT OF SYSTEM OPERATION
AS A SEPARATE WORKING UNIT**

As a result of the 1987–88 negotiations, the System Operations Division, previously under the Telecommunication Division's working unit, is established as a separate working unit in Article VII, Section B(1) of the Agreement.

1. Employees who have accrued Telecommunications Working Unit Seniority prior to the signing date of the 1987–1988 Agreement will be considered to have an equal amount of accrued System Operations Working Unit Seniority.

2. As of the signing date of the 1987–1988 Agreement, employees working in the Telecommunications working unit shall accumulate working seniority only in their assigned working unit.

3. As of the signing date of the 1987–1988 Agreement, employees in the System Operations working unit shall accumulate working unit seniority only in their assigned working unit.

4. Employees may use their dual banked seniority for job bids or transfers in the Telecommunications or System Operations working units.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager

Dated: March 10, 1987

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager of Personnel and Employee Relations

Dated: March 10, 1987

Additional references VII.B, XIV.C and XIV.D

March 10, 1987

UNION LEAVES OF ABSENCE

During the 1987 contract negotiations, the Company reaffirmed its policy not to discriminate against former employees who worked for Local 47. In addition, the parties agreed to the following:

1. Individuals who exhaust their leaves of absence under Article X, Section D while working for Local 47 shall be afforded accelerated and expanded rehire consideration rights.

2. Such an individual's application for employment will be processed on an accelerated basis and placed into the immediate candidate pool for identified vacancies for which he is qualified rather than waiting in sequence to be placed in that pool.

3. Such an individual shall be required to meet the Company's hiring standards including the passing of applicable pre-employment tests for the jobs under consideration.

4. Such an individual shall inform the Manager of Labor Relations of the jobs and work locations for which he seeks re-employment.

5. Such an individual relinquishes accelerated and expanded rights if he rejects two job offers for a job he has identified under point 4.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 10, 1987

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager of Personnel and Employee Relations
Dated: March 10, 1987

Additional reference X.D

March 10, 1987

**LETTER OF UNDERSTANDING
TEMPORARY BASE ASSIGNMENTS**

During the 1987-88 negotiations, the parties discussed Temporary Base Assignments in Construction Field Forces Division.

The parties agreed that the decision on whether to establish a temporary base or to travel employees to the job will be made by the CFF Division based upon the economics and circumstances of such situation where the driving time is forty-five (45) minutes to one and one-half (1½) hours.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 10, 1987

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager of Personnel and Employee Relations
Dated: March 10, 1987

March 10, 1987

**IDENTIFICATION OF "POLICY" AND
"ME TOO" GRIEVANCES**

In conjunction with the 1987-88 negotiations between the parties with respect to the grievance procedure, the parties agree to establish a "me too" concept for the pending of grievances. In this respect, the parties agree to the following:

1. Either party may propose in writing to the other that a grievance be designated as a "policy" grievance, provided no other active grievance on the same subject or issue has been designated and mutually agreed to. The receiving party shall respond in writing its decision to concur or not. A grievance may be proposed as a policy grievance until the time it is appealed to Step 3 or Review Step.

2. Either party may propose in writing to the other a grievance be designated as a "me too" grievance provided there is a mutually agreed to and active policy grievance on the same issue or subject to which to associate the "me too" grievance. The receiving party shall respond in writing its decision to concur within 30 calendar days.

A grievance may be proposed as a "me too" grievance until the time it is appealed to Step 3 or Review Step.

a. Agreed to "me too" grievance will be pending and subject to the outcome of the policy grievance to which it is associated.

b. The time limits provided in Article IV will not apply during the time a "me too" proposal is under consideration by the receiving party.

c. No grievance may be proposed as a "me too" grievance to a more current grievance.

Appendix

d. The Steward, who files a grievance that is being considered as a policy or "me too" grievance, will be notified as soon as practicable that the grievance will not be processed further until a decision is rendered to concur or not by the receiving party.

3. Failure to respond in 30 calendar days from the date of the proposal is considered non-concurrence with the proposal. Any of the periods within which any of the acts required may be extended by mutual consent of the parties.

4. If the parties are unable to agree on a grievance being designated as a "policy" grievance, or a "me too" grievance being associated with a "policy" grievance, such grievance shall be processed in the normal manner.

5. This Agreement is not intended to eliminate the ability to use the past practice regarding pending of grievances.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 10, 1987

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager of Personnel and Employee Relations
Dated: March 10, 1987

Additional reference IV.E

March 9, 1989

SONGS AGREEMENT

In conjunction with the 1989-1990 negotiations, discussions were held concerning the bonus paid to certain journeyman classifications working at the San Onofre Nuclear Generating Station under the Agreement between the Southern California Edison Company and Local 246, UWUA. It was agreed to apply this bonus to journeyman classifications represented by Local 47, IBEW/ working at San Onofre Nuclear Generating Station provided such journeymen are required to meet the terms and conditions of eligibility for the bonus as set forth in the UWUA Agreement.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Dated: March 9, 1989

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez

Manager of Employee Relations

Dated: March 9, 1989

Additional reference XII.A

March 9, 1989

**ESTABLISHMENT OF NEW
PERMANENT SHIFTS — TSD/CMM**

Concerning the establishment of new permanent shifts in the:

- A. Transportation Services Department
- B. Corporate Materials Management

During the negotiations for the 1989-90 agreement, it was agreed that the aforementioned departments would be allowed to reassign existing employees at a work base to fill a new permanent shift at their work location without use of the bid or the reduction of forces procedures of the agreement. This procedure would apply only to newly established permanent shifts and it is not to be used for the temporary assignment of employees to a shift.

Procedure:

1. Vacancies on the new permanent shift will first be offered to volunteers in the classifications at the work base. Employees with the highest working unit seniority will be given preference.
2. If volunteers are insufficient to fill the vacancies on the new shift, employees at the work base will be assigned to the new shift by classification based on low working unit seniority.
3. Supervision on newly established shifts will be filled by job bid.

In the event a shift, which has been established under this procedure, is to be eliminated, the employees on the eliminated shift will be transferred to shifts at the work base, based on their working unit seniority.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Dated: March 9, 1989

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez

Manager of Employee Relations

Dated: March 9, 1989

Additional reference IX.A

Appendix

March 9, 1989

METER READER/FSR CLIMBING SCHOOL PROVISION

As a result of the 1989-90 negotiations, agreement was reached that Meter Readers I and II or Field Service Representatives I and II would be eligible to attend a two-day climbing school after the completion of six months or more service in said classifications.

It was further agreed that henceforth Meter Readers I and II or Field Service Representatives I and II must satisfy the requirements of Article VII, Section A, paragraph 3 in order to be eligible for apprentice training.

In keeping with the above, it was agreed to delete and cancel Article VII, Section A, paragraph 4 of the Agreement.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 9, 1989

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager of Employee Relations
Dated: March 9, 1989

Additional reference Art. VII.A

March 9, 1989

**BIDDING OF LINEMAN/SPLICER VACANCIES
IN THE DISTRIBUTION BUSINESS UNIT**

Problems associated with the bidding of the Lineman/Splicer and Apprentice Lineman/Splicer vacancies in the Customer Service Department have been an ongoing topic of discussions since 1982. To ensure the opportunity for Journeyman to bid to all locations throughout the system while attempting to prevent having an unreasonably high number of apprentices at any given location, the parties have agreed to the following "high/low" bid system:

A. Definition of Terms

1. Apprentice

The term apprentice includes all active Apprentice Linemen/Splicers, first step through sixth step, inclusive.

2. Journeyman

The term Journeyman includes all active Journeyman Linemen/Splicers and red circled Senior Cable Splicers in the Customer Service Department.

3. High Ratio District

A high ratio district is a district whose ratio of journeymen to apprentices is equal to or above 2.25 to 1.

4. Low Ratio District

A low ratio district is a district whose ratio of journeymen to apprentices is less than 2.25.

B. Determination of a District's Ratio at a Given Point in Time

1. Each district shall determine whether it is a high ratio or low ratio district for each Journeyman

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Lineman/Splicer bid posted. The calculation shall be based on the district's status as of the date of the specific job posting. However, if at the time of the bid award the successful bidder's district has become a low ratio district, due to a Journeyman Lineman/Splicer in the district being awarded a bid (includes Exhibit C and E jobs), the bid will instead be awarded to the next bidder from a high ratio district.

2. For the purpose of determining a district's status, an employee who has been awarded a transfer or bid but who has not yet reported to the new job assignment, will be considered as working at the new job assignment as of the date of the job award.

C. Bidding of Customer Service Lineman/Splicer Vacancies

1. The Customer Service Department will bid all Lineman/Splicer vacancies as journeymen with the following exception:

a. In high ratio districts every other Lineman/Splicer vacancy may be bid as an apprentice.

2. Lineman/Splicers in high ratio districts shall be awarded bids in either high ratio or low ratio districts.

3. Lineman/Splicers in low ratio districts shall not be awarded journeyman Lineman/Splicer bids except:

The senior qualified journeyman bidder from a low ratio district will be awarded a job vacancy 1) over transfers or new hires; or 2) before the job is filled as an apprentice by a non-journeyman bidder from a low ratio district.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 9, 1989

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ J. Michael Mendez
Manager of Employee Relations
Dated: March 9, 1989

Additional reference VII.A

February 1, 1990

**"BODY BROKER"
ARBITRATION/MEDIATION
SETTLEMENT AGREEMENT**

Southern California Edison (herein the Company) and IBEW Local 47 (herein the Union) agree as follows:

WHEREAS the Union has filed a suit in federal court and has pursued numerous grievances against the Company, alleging that the Company has violated Article VII-K of the bargaining agreement between the parties, the 1981 Letter of Understanding and Thomas Roberts' Volt award, by its use of certain entities to perform craft work for the Company; and

WHEREAS, the Company contends that the work in question constituted lawful subcontracting pursuant to Article I-D of the bargaining agreement between the parties, and

WHEREAS, the parties hereto have expended substantial time and resources in litigating their respective claims; and

WHEREAS, many of the relationships challenged by the Union have ceased as of the date of this agreement; and

WHEREAS, the parties hereto desire to resolve this dispute without the necessity of further litigation; and

WHEREAS, the parties desire to clarify the scope of the 1981 Letter of Understanding.

THEREFORE, the Company and the Union agree

1. The document attached hereto as Exhibit A is hereby adopted and agreed to by the parties hereto, and shall be applicable to all of the Company's operations.

2. In the event the Union claims the Company is, in the future, violating Article VII-K, the 1981 Letter of Understanding as amplified by Exhibit A of this Agreement, and/or the Thomas Roberts' Volt award, the Union shall have the right to invoke the grievance procedure which is set forth in Exhibit B hereto.

3. Effective April 1, 1990, when the Plant & Field Services Corp. contract in the Panel Shop expires, Edison will end that contract and will agree not to subcontract such Panel Shop work on its premises.

a) The Company will immediately add three (3) Construction Electrician positions in the Construction Field Forces section of the Engineering, Planning and Research Department.

4. The Company shall pay to the Union the sum of \$56,000.00 for lost Union Dues.

5. The Company shall pay 100 percent (100%) of the arbitrator's and court reporter's fees, including any amounts heretofore advanced by the Union.

6. The parties shall jointly report the settlement to Judge Irving Hill and the Union shall concurrently with said report request the dismissal with prejudice of its federal action, Case No. CV88-6132-IH. In addition, this settlement shall constitute a full and complete resolution of all grievances concerning the subject of this arbitration. (See list of grievances attached as Exhibit C.)

7. The terms of this Agreement shall not be deemed a precedent in the interpretation or application of the bargaining agreement except for Exhibits A and B attached hereto.

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8. This Agreement has been entered into by the parties hereto solely for the purpose of settlement. As such, it does not constitute an admission by the company that it violated the bargaining agreement, the 1981 Letter of Understanding, or the Roberts' Volt award. Similarly, by entering into this agreement, the Union does not concede that there is lack of merit to any of its contentions.

NOTE: It is agreed that the introductory paragraph of this document and items 1 and 2 (or a mutually acceptable Letter of Understanding encompassing same) shall be printed in the appendix of the 1991 Agreement along with Exhibits A and B which are attached hereto.

/s/ Rae E. Sanborn
Business Manager
Local 47 IBEW
Dated: February 1, 1990

/s/W. Blaine, Jr.
Manager of Labor Relations
Southern California Edison Company
Dated: February 1, 1990

/s/ Thomas Roberts
Esq./Neutral Arbitrator
Dated: February 1, 1990

**EXHIBIT "A"
AGREEMENT**

The Union and the Company hereby agree that the following principles shall be used to determine whether the relationship between the Company and a non-Edison entity shall be covered by Article VII-K and the 1981 Letter of Understanding. Thus, where it is established that the Company is engaging in any of the following types of conduct in dealing with such an entity's employees, Article VII-K and the Letter of Understanding shall apply.

These principles shall not be applicable to owner-operators or to lessors of heavy equipment who provide heavy equipment along with an operator to perform work as directed by Edison personnel. Nothing herein shall apply to communications between Edison and a contractor in which Edison requests the assignment to or removal from its jobs of contractor personnel who are supervisors within the meaning of the Labor-Management Relations Act.

1. Hiring — Edison shall not select or be involved in the decision to select specific craft personnel to be employed by a contractor to perform work for Edison.

2. Discipline — Edison shall not terminate or discipline contractor craft personnel or request that specific contractor craft employees be terminated or disciplined by the contractor based on Edison's evaluation of the individual's work performance for the contractor. Edison may comment about the quality of the contractor's performance or report any breach of its site or facility rules in which it observes a particular contractor employee engaging. Edison may require a contractor to remove an employee from Edison jobs due to a breach of generally accepted rules of behavior (e.g., theft, drunkenness on the job, or other

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behavior which is disruptive to or destructive of Edison's operations or which creates a safety hazard).

3. Supervision — Edison shall not direct the manner or means by which a job is to be performed by a contractor's craft employees. Edison representatives shall not utilize a contractor foreman so as to be a mere conduit to directly pass on specific job directions to contractor employees on the manner or means by which a job is to be performed. Nothing herein shall prevent Edison employees from directly ordering contractor employees to leave restricted areas where they are not authorized to be present, or to give contractor employees safety directions where necessary to prevent injury. Edison may require the contractor to comply with Edison blueprints, specifications and quality standards and to coordinate with other contractors or with Edison so that project schedules can be met. Edison may change job specifications or scheduling requirements as it sees fit.

4. Training — Edison shall not train contractor craft employees how to perform the tasks associated with the performance of a particular craft job. This shall not preclude Edison from (1) providing contractor employees with orientation necessary to the site or Edison requirements, or (2) providing safety tailboards to contractor employees at energized work locations.

5. Movement of Contractor Crew Personnel — Edison shall not require a contractor to transfer a particular craft employee or group of craft employees to a particular job. Nothing herein shall preclude Edison from establishing priorities and deadlines for a contractor which may have the effect of requiring the contractor to move one or more of its crews from one job to another.

6. Personnel Decisions — Edison shall not: (1) schedule the contractor's craft employees; (2) determine which contractor craft employees shall work overtime; (3) schedule vacations; or (4) grant or deny time off. Nothing herein shall prevent Edison from establishing starting times, from requiring the contractor to obtain authorization prior to working overtime, or from requiring that the contractor perform its work in accordance with Edison deadlines and schedules.

7. Tools — Edison shall not supply tools and equipment to the contractors' employees. Nothing herein shall preclude Edison from supplying specialized Edison tools/equipment to contractors — providing such tools are made equally available to all contractors.

EXHIBIT "B" AGREEMENT

It is hereby agreed that if a dispute arises alleging a violation of Article VII-K of the Collective Bargaining Agreement between the parties, the 1981 Letter of Understanding (concerning temporary employees) as amplified by Exhibit A of this Agreement, and/or the Tom Roberts' Volt award, the Union may pursue the issue under the applicable grievance and arbitration procedures of the 1989–1990 Collective Bargaining Agreement.

However, it is agreed that any such dispute shall be expeditiously resolved. To that end, if such a dispute arises;

(a) For all departments other than Customer Service and Power Supply (but including SSID), the Business Manager of the Local Union and the Edison Manager of Labor Relations, and/or their designated representatives, shall meet to discuss and attempt to resolve the issue within fifteen (15) days or;

(b) For the Customer Service and Power Supply Departments (except SSID), the Union shall attempt to resolve the dispute through the appropriate grievance procedure.

If the dispute is not satisfactorily resolved pursuant to (a) or (b) above, it may then be referred to arbitration (like a termination arbitration) in accordance with the provisions of Article V-C.2 of the non-Power Supply Procedure or Article V-D.2 of the Power Supply Procedure in the 1989–1990 Collective Bargaining Agreement. However, there shall be a minimum of 90 days between the date on which the Company is first notified that the dispute exists and the first day of hearing.

It is further agreed that Arbitrator Thomas Roberts shall be deemed to be the arbitrator, for a period of three (3) years, provided he is available to hear the case within six (6) months. It is further agreed that any arbitrator assigned to hear a dispute under this procedure must have committed to the parties that he will issue his decision in the matter no later than six (6) months from the close of the hearing.

**EXHIBIT "C"
AGREEMENT**

List of 10 Grievances Settled Pursuant to this Settlement Agreement Without Precedent or Prejudice to either Parties Position.

- 5-84-61
- 5-86-45
- 5-87-97
- 9-87-09
- 9-87-24
- 9-87-26
- 9-87-27
- 9-88-02
- 9-88-05
- 9-88-06

March 13, 1991

EXPEDITED ARBITRATION

1. The provisions of Article IV and Article V are modified to provide for an expedited arbitration procedure. It is understood and agreed the parties shall use best efforts to utilize this expedited arbitration procedure to the fullest extent practicable.

All grievances properly appealed to arbitration involving loss of income to the employee due to the disciplinary action of suspension will be subject to this procedure. A termination grievance may also be arbitrated under this procedure provided there is mutual agreement to do so.

2. If either party elects to be represented by an attorney, notice shall be provided to the other party as soon as practical, but no less than fifteen (15) days prior to the date scheduled for the arbitration hearing. This period may be shortened for good cause.

3. Either party may utilize a certified shorthand reporter and any per diem expense for the reporter will be borne by the Company. The expenses of a transcript will be borne by the party who requests its preparation.

4. Each party commits to use reasonable efforts to conclude a hearing in one day or less consistent with the obligation to fairly and objectively present and prosecute its case.

5. a) *An ad hoc panel of at least three (3) arbitrators will be chosen to serve for an annual term to hear cases under this procedure.*

b) If the parties are unable to reach agreement on a full panel of arbitrators, they will follow the selection procedure as outlined in Article V, Section C for the remaining unfilled positions.

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6. The parties agree to schedule arbitrators annually on a rotating basis, depending upon their availability and to use best efforts to commence the hearing at 9:00 a.m., or other mutually acceptable starting time. The Union will identify in writing at least 45 days prior to the scheduled hearing date the grievance to be arbitrated under this procedure.

7. The Union, with a minimum of 45 days' notice to the Company, may add one more hearing date in a month in which to arbitrate an additional case under this procedure. Arbitrator selection for this additional date of hearing will be in rotation, starting with the first name on the list of panel arbitrators selected under this procedure. (When making selection, the "First Name" for a given case would be the arbitrator assigned to hear a case in the month in which the selection is being made.)

8. Time requirements for the arbitrator's decision, as set forth in a), b) and c) below, shall be mutually agreed to by the parties prior to the hearing. In the event the parties are unable to agree, the arbitrator shall determine at the close of the hearing which of the following time requirements will be followed.

a) Bench Decision to be submitted by the arbitrator following the parties' oral arguments and private consultation with the parties' advocates. A brief written award will be signed off by the Arbitrator and the parties' advocates at the close of the hearing.

b) Brief written award within five (5) working days, (Saturdays, Sundays and contractual holidays excluded) from the close of the hearing. Written briefs may not be filed under this paragraph unless requested by the arbitrator.

c) Written opinion and award within 30 days from the close of the hearing. In the event either party elects to file a brief*, the written opinion and award

must be submitted within 30 days from the arbitrator's receipt of the brief(s).

9. All expedited arbitration decisions under Sections 8, a) and b) of this agreement will be without precedent or prejudice to either party's position in any matter not related to the grievant.

10. With at least 30 days' notice, either party may inform the other that a grievance which is scheduled to be heard under this expedited arbitration procedure will instead be conducted under the provisions of Article V, but the grievance will be heard on the date, and before the arbitrator, initially scheduled under this procedure. It is understood and agreed that such action will not be taken on a routine or repetitive basis as it is the intent of the parties that this expedited arbitration procedure be utilized to the fullest extent practicable.

11. With the exception of arbitrator's fees and the costs of transcription, the expenses of Arbitration under this procedure shall be borne equally by the Company and the Union. With regard to arbitrator's fees only, if the arbitrator rules that the Company violated the Collective Bargaining Agreement, the Company shall pay the fees. If the arbitrator rules that there was no violation of the Agreement by the Company then the Union shall pay the fees.

12. All of the provisions of Article V which are not in conflict with the provisions set forth herein shall apply to this expedited arbitration procedure as follows:

Article V. A.	Article V. B. 2.
Article V. C. 1.	Article V. D.
Article V. F.	Article V. G. 1. & 2.
Article V. Sections H, J, K, L, and M.	

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13. With mutual agreement, cases may be orally argued at the close of the hearing or at a subsequent time mutually agreeable to the parties. In the event the parties cannot reach agreement to orally argue the case, either party may submit written briefs to the arbitrator. In the event only one party wishes to orally argue the case, the party that wishes to file a written brief will be excluded from the hearing room during the oral argument. A transcription will be made of the oral argument and two (2) copies of it will be provided to the arbitrator who will forward one (1) copy to the briefing party at the time the written brief is submitted.

14. At the start of the eleventh month after the first hearing date under the provisions of this expedited arbitration procedure, the parties will meet to discuss its continuation. The parties may agree to modify the procedure, continue with it unchanged or to terminate it. In the event agreement is not reached, the procedure will terminate one (1) year or twelve full months after the first hearing date referred to above.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 13, 1991

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.
General Manager of Labor Relations
Dated: March 13, 1991

Additional reference Art. V

March 13, 1991

PROMOTIONAL TESTING

In conjunction with the 1991–1992 negotiations between the Southern California Edison Company and Local 47, IBEW, the Union's proposal U-20, concerning promotional testing, was discussed. The issues raised by the Union involved the Company sometimes failing to provide employees with their job knowledge (promotional) test results in a timely manner, failing to provide test scores, and failing to identify areas of the test where improvement may be needed.

The Company is committed to reviewing the procedure for the transmittal of test results to employees with its line management. Improvements will be made, as determined by the Company.

Further, the Company will provide employees with their test results in a timely manner (normally test results will be provided to the employee within 10 working days). The Company will provide employees with their actual test scores when they fail to pass job knowledge tests. Finally, the Company will ensure that all employees who fail job knowledge tests are provided with an outline identifying the subject areas where improvement is needed in order to be successful in future tests.

Nothing in this letter should be construed as limiting the Company's rights under the collective bargaining agreement to determine job qualifications or utilize promotional testing, nor to prejudice the Union's position in this regard.

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LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Dated: March 13, 1991

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.

General Manager of Labor Relations

Dated: March 13, 1991

Additional reference Art. VII.A

February 1, 1991

**AUTOMATIC PROGRESSION FOR WAREHOUSE
WORKER TO MATERIAL HANDLER IN PAMM**

Mr. Rae E. Sanborn
Business Manger
Local 47, IBEW, AFL-CIO
600 N. Diamond Bar Blvd.
Diamond Bar, CA 91765

Dear Rae:

In conjunction with the 1991–1992 negotiations between Local 47, IBEW, and the Southern California Edison Company, the parties agree to an automatic progression from Warehouse Worker to Material Handler in the Procurement and Material Management Department only, as outlined below:

1. In the event the Company wishes to fill a job vacancy for Material Handler/Warehouse Worker, it will first post a job bid for Material Handler.
2. In the event there are no qualified job bidders, transfer requests will be considered in accordance with Article VII, Section D of the Agreement.
3. If the job vacancy is not filled as set forth above, it may be filled by a new-hire.
4. A transfer or new-hire that enters the job classification of Warehouse Worker will be eligible to progress as set forth in Exhibit A to the job classification of Material Handler without the necessity of posting a job bid provided the employee's job performance is satisfactory and otherwise meets the job qualification as Material Handler.

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LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.
General Manager of Labor Relations

Additional reference VII.A

March 13, 1991

**EXCEPTION TO THE 35-MILE
ASSIGNABILITY RULE**

In conjunction with the 1991-1992 negotiations between Local 47, IBEW and the Southern California Edison Company, an exception was agreed to regarding the 35-mile assignability rule under Article VII.E.2.k.(1), which is applicable to Transmission/Substation Division (T/S) and Procurement and Material Management Department (PAMM) only. The following sets forth the terms of the exception.

Boundaries of Assignability Zone: Alhambra to Irwindale to Santa Ana to Dominguez Hills to Alhambra.

"Red circled" T/S and/or PAMM employees eligible for assignment under the 35-mile assignability rule may be assigned to any location within the "Assignability Zone" with the following restrictions:

- An employee force reduced from Alhambra is assignable to Irwindale or Dominguez Hills but is not assignable to Santa Ana.
- An employee force reduced from Santa Ana is assignable to Irwindale or Dominguez Hills but is not assignable to Alhambra.
- An employee force reduced from Earle Avenue is assignable to Dominguez Hills or Santa Ana but is not assignable to Irwindale or Alhambra.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Dated: March 13, 1991

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.

General Manager of Labor Relations

Dated: March 13, 1991

Appendix

March 13, 1991

CAREER COUNSELING

Employees that are reduced to a lower job classification as a result of a force reduction under Article VII, Section E of the Agreement are eligible for Company-provided career counseling. Eligible employees may obtain counseling from the Organization, Planning and Development Division. Employees will not lose any normal time pay as a result of such counseling.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 13, 1991

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.
General Manager of Labor Relations
Dated: March 13, 1991

Additional reference VII.E

March 13, 1991

CLASS A OR B DRIVERS LICENSE

In conjunction with the 1991-1992 negotiations between Local 47, IBEW and the Southern California Edison Company, the Company agreed to reimburse employees whose job requires a Class "A" or a Class "B" drivers license the additional cost to obtain or renew a Class "A" or "B" drivers license over the cost of a Class "C" drivers license.

With regard to the renewal of a Class "A" or "B" drivers license, employees will be responsible for any additional costs incurred due to a bad driving record.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Dated: March 13, 1991

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.

General Manager of Labor Relations

Dated: March 13, 1991

March 13, 1991

FOUR DAY/TEN HOUR WORK SCHEDULE

In the 1991–1992 General Contract Negotiations, the Company and the Union agreed to modify the Collective Bargaining Agreement (herein after referred to as Agreement) between the parties to provide for regularly scheduled work weeks of four (4) consecutive ten (10) hour work days (4/10) to be scheduled Monday through Saturday.

1. Eligibility for 4/10 Work Schedule

The Company shall determine the work locations, and the work groups at each work location, which will be eligible to work the 4/10s. The Company's determination of eligible locations and work groups will be based on operating necessity.

To ensure the widest opportunity for employees to elect the schedule, it may be applied at some locations and for some work groups for less than year around. For all identified work locations/work groups, the work schedule and intended annual duration will be posted prior to the employee vote on the schedule.

2. Implementation/Suspension of 4/10 Work Schedule

A. The Company shall designate each work group at a work location which is eligible to work a 4/10 schedule.

B. Implementation of a 4/10 work schedule must be approved in advance by a majority of 66-2/3% of the votes cast by eligible Union-represented employees in an eligible work group at a work location that has been designated to work the 4/10s. The vote will be conducted by the Union.

C. Implementation or suspension of a 4/10 work schedule will be as near as practical to, but no sooner than, 60 days after the date the Union notifies the Company of election results.

D. An approved 4/10 work schedule shall remain in effect for a minimum of one year unless the Company specifies in advance that the term will be less than one year.

E. Thereafter a 4/10 work schedule may be suspended by the Company or by a majority of more than 50% of the votes cast by eligible Union-represented employees in the designated work group.

F. For the initial implementation of 4/10 work schedules, it is anticipated the earliest such a schedule can be implemented is on or after July 1, 1991. Thus, it is agreed that if a group votes to implement a 4/10 schedule in 1991, the 4/10 schedule will extend from the date of initial implementation through the end of the calendar year 1992.

G. In the future, schedules will be implemented or suspended annually on or about January 1.

3. General Provisions

A. Work Hours

Forty (40) hours shall constitute a regular week's work. A regular week's work shall be performed on four (4) consecutive days which may be Monday through Thursday, Tuesday through Friday or Wednesday through Saturday.

Before a work group votes on a proposed 4/10 schedule, an annual schedule will be made out setting forth days worked, days off and months covered. Such schedule will not be modified after being approved and implemented pursuant to a vote of the employees.

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A regular work day shall consist of 10 consecutive hours, (excluding lunch time to be eaten on employees own time).

B. Overtime

Article IX, Section E.1 is modified under this Letter of Understanding to provide that, for employees on a 4/10 schedule, overtime shall be paid at the time and one-half rate of pay for all hours worked in excess of 10 hours in a single regular work day.

Employees working the 4/10s will not be assigned to overtime work in a different work group's jurisdiction unless all available and qualified employees in the different work group are working.

C. Holidays

The provisions of Article IX, Section K of the Agreement are modified for application to the 4/10 schedule as follows:

1) An employee shall observe 11 Company holidays, (10 fixed holidays and 1 personal holiday).

2) An employee who does not work on the day scheduled to be observed as a holiday shall be paid ten (10) hours pay at the straight time hourly rate of pay.

3) In addition, an employee required to work on the day scheduled to be observed as a holiday shall be compensated at the double time hourly rate of pay for each hour actually worked.

4) a) When a holiday falls on an employee's regular days off, the holiday will be observed on the regularly scheduled work day nearest to the date of the holiday. If a holiday falls in the middle of an employee's days off, (e.g., the second day of a three (3) day off period) then the following regularly scheduled work day shall be observed as a holiday.

b) However, an employee may opt to notify supervision in writing, at least thirty days in advance of the holiday, that he/she will observe the holiday on the regular workday "prior to" rather than "following" (or vice versa) the holiday.

c) Employees regularly assigned to a Nite Crew, or a single crew on a temporary base assignment shall all observe a holiday on the same day. If all of the members of the crew cannot agree on the day on which they will observe the holiday, the Steward will conduct a vote of the eligible members, and the majority will decide. The Steward will notify supervision at least five days in advance of the holiday, of the day on which they will observe the holiday. In the event of a tie vote, or if no vote is taken, the holiday will be observed as per "a)" above.

D. Vacation

1) Vacation credits shall be converted to hours on the basis of eight (8) hours for each day of vacation earned in accordance with Article XI of the Agreement. An employee working 4/10s shall use vacation in hours consistent with the work schedule. Vacation scheduling shall not be affected by 4/10 work schedules.

2) Employees shall be eligible to utilize vacation hours for observance of their birthday holiday provided it is scheduled at the time they schedule their vacation.

E. Jury Duty

The provisions of Article XII, Section D of the Agreement shall not be modified by 4/10 work schedules.

F. Death in the Immediate Family

In the event of a death in the immediate family of a regular employee working 4/10s, time off up to three days (30 hours) as necessary may be allowed with

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the approval of supervision to make arrangements for and attend the funeral, but payment under code 50 for such time off shall not exceed twenty-four (24) hours. If an employee's time off exceeds twenty-four (24) hours, the employee may use vacation (code 59) or time off without pay (code 76) to make up the time, up to the additional six (6) hours. Immediate family is defined in Article XII, Section D.(2) of the Agreement.

G. Family Illness

In the event of illness in the immediate family of a regular employee working a 4/10 schedule, time off as necessary, not to exceed two (2) days (20 hours) may be allowed with the approval of supervision. Pay for such time off under code 52 shall not exceed sixteen (16) hours. An employee may use vacation (code 59) or time off without pay (code 76) to make up the necessary additional time, up to four (4) hours. Immediate family is defined in Article XII, Section D.(3) of the Agreement.

H. Disability (CDP)

When a disability occurs, an employee will be paid the applicable disability benefits for the full regularly scheduled shift for the sick day. The employee's disability benefit credits will be earned and charged in hours.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn

Business Manager

Dated: March 13, 1991

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.

General Manager of Labor Relations

Dated: March 13, 1991

Additional reference Art. IX.A

March 13, 1991

WINTER CABIN ALLOWANCE

In conjunction with the 1991–1992 negotiations between the Company and IBEW, Local 47, with respect to employees staying in winter cabins, the following was agreed to by the parties:

When, as a result of a job assignment, an employee remains overnight in a winter cabin as defined below, he/she will receive an allowance of \$26.00 (1991), \$27.50 (1992), and \$28.50 (1999) per night.

A winter cabin is defined as a cabin at the following locations:

Camp 62	Millers Crossing
Florence Lake	Rhine Dollar
Gem Lake	Rose Marie
Heart	Saddle Bags
Kaiser Pass	Trail Lakes (Mono)
Mammoth Pool Reservoir	Vermilion Dam
McClure	Volcanic

(In the future the winter cabin rate will be adjusted to conform with the rate provided under Article XIV, Section C. 9.)

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager
Dated: March 13, 1991

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ W. Blaine, Jr.
General Manager of Labor Relations
Dated: March 13, 1991

Additional reference Art. XIV.C

NITE LINE CREWS

After studying customer needs, and trends in workloads, the Company has determined that customer demands for nighttime outages and the need for other nighttime work has increased significantly due to businesses' increased reliance on computers and increased traffic congestion. The Company has concluded that it has a need to establish Nite Line Crews (Nite Crews) to help in controlling operating costs and in maintaining its ability to provide quality customer service. Thus, after several meetings with the Union, the following agreement was reached:

1. In conjunction with reaching this Nite Crew agreement, the Company agrees that where a regular 4/10 work schedule is offered to Customer Service Line Crew personnel, it will be offered on a Monday through Friday coverage basis only. At locations where the employees vote to work a 4/10 schedule, the Customer Service Department may then post a bid for a Saturday Line Crew (Saturday Crew) to work a 4/10 Wednesday through Saturday daytime schedule in accordance with 4/10 Q & A No. 26 (the signing of such bids is strictly voluntary and no employee will be forced to change his/her regular work schedule to work a Saturday schedule).

2. In addition to the above modification of the 4/10 agreement, employees working a 4/10 schedule will be given options to select the regular workday on which they will observe a regular holiday. (See the Letter of Understanding regarding Four Day/Ten Hour Work Schedules.)

3. Nite Crews will be utilized to meet demands for pre-arranged outage work and other types of jobs which need to be accomplished during nighttime hours. (It is not the intent of the Company to establish

Nite Crews to do routine line construction and maintenance work on a frequent basis which can reasonably be done by regular crews.)

4. Nite Crew Work Schedules:

a) Nite Crews will work a 4/10 schedule.

b) The regular work hours for Nite Crews on a 4/10 schedule will be 8:30 p.m. to 6:30 a.m. (it is understood that a regular Monday workday will start at 8:30 p.m. on Monday evening and end at 6:30 a.m. Tuesday morning, etc.).

c) The normal work schedule for Nite Crews will be either Monday through Thursday nights (8:30 p.m. Monday–6:30 a.m. Friday, inclusive) or Tuesday through Friday nights (8:30 p.m. Tuesday–6:30 a.m. Saturday, inclusive).

5. Nite Crews will eat lunch on Company time.

6. Filling Nite Crew Vacancies:

a) If the Company elects to fill a permanent vacancy on a Nite Crew, such vacancy will be filled using the bid process, except Groundmen positions will be filled via the transfer process.

(It is agreed that the Customer Service Department may elect not to accept transfer requests to fill Nite Crew Journeyman vacancies except that transfers will be honored consistent with the Agreement prior to hiring a new employee to fill the position.)

1) If a permanent vacancy on a crew is expected to remain unfilled for two weeks or more, the Company may seek volunteers from the regular line crew personnel in the classification at the work base to temporarily fill the vacancy.

2) If there are insufficient qualified volunteers, the Company may (with a minimum of two weeks' notice)

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change the low seniority employee's shift from days to nights and assign him/her to the Nite Crew for up to three weeks.

If the vacancy continues beyond three weeks, the next lowest seniority employee in the classification may (with a minimum of two weeks notice) be assigned to the crew for up to three weeks, etc.

b) If the Company elects to fill a temporary vacancy (due to sickness, vacation, jury duty or other such absences from which the employee is expected to return to the crew) on a Nite Crew, such vacancy will be filled on overtime using the regular district "planned" evergreen overtime list where the crew is based. (The planned overtime list will also be used when filling Saturday vacancies on a Saturday Crew.)

7. Employees assigned to a Nite Crew shall receive *their regular contractual rates of pay plus the graveyard shift differential.*

8. Nite Crews will be regularly assigned to work within a Regional (vs. District) area. (Each Nite Crew will have a permanent work base.)

9. Nite Crew personnel based within each Region will be on separate evergreen overtime lists.

a) Nite Crew personnel may be assigned to work overtime in conjunction with jobs which they have been regularly assigned.

b) Regular Line Crew personnel will be given first opportunity to work all planned and/or emergency overtime within their district boundaries, except as noted in "a)" above.

10. a) The Company will continue to dispatch or call out regular Line Crew personnel in emergencies in an expeditious manner, as required.

b) Nite (or Saturday) Crew personnel shall not be utilized to handle trouble calls or any other forms of emergency (non-prearranged) work, except that such personnel may be temporarily utilized for emergency work until such time as Duty Service Crew personnel, or regular Line Crew personnel who have been called out, arrive on the job to replace them as required under "10. a)" above.

It is understood that a Nite (or Saturday) Crew member may continue working on the emergency job if the Service Center (District) has gone through the callout list twice and has been unable to obtain the necessary personnel for the emergency job.

(Agreement on this Item No. 10 is related solely to the use of Nite [or Saturday] Crews and such agreement is without precedent or prejudice to either party's positions concerning the use of other crews throughout the Company.)

11. It is agreed that no reduction in forces will result from the addition or deletion of a Nite Crew at a location. If a Nite Crew is subsequently eliminated, the crew members will be merged into the regular work force at the location where they are based.

12. a) Initially, the Company posted bids for seven (7) regional five-man Nite, E Crews.

b) In conjunction with posting the Nite Crew bids, the Company also posted bids for an additional eight (8) regular four-man E Crews in the Desert Springs Region. (All crews were added in the San Jacinto Valley, at the old Perris Service Center.)

13. The double time provisions of the Agreement were improved by amending Article IX.G.4.

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LOCAL 47, IBEW, AFL-CIO

**/s/ Rae E. Sanborn
Business Manager**

SOUTHERN CALIFORNIA EDISON COMPANY

**/s/ William Blaine, Jr.
General Manager, Labor Relations**

1993–1994 Negotiations
TRANSPORTATION SERVICES
CLOTHING PROVISIONS

In conjunction with the 1993–1994 negotiations between Southern California Edison Company and Local 47, IBEW, the Company agreed to provide uniforms to garage employees in the Transportation Services Department.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ William Blaine, Jr.
General Manager of Labor Relations

Appendix

1993–1994 Negotiations

9/80 WORK SCHEDULE — TSD

As part of the negotiations for the 1993–1994 Agreement, it was agreed that discussions to implement 9/80s in the TSD department under terms similar to the existing 4/10 agreement would be commenced immediately. It was further agreed that beginning mid 1993, the parties may enter discussions to implement a 9/80 work schedule in other areas of the bargaining unit.

LOCAL 47, IBEW, AFL-CIO

/s/ Rae E. Sanborn
Business Manager

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ William Blaine, Jr.
General Manager, Labor Relations

1994–1995 Negotiations

PEPPER SPRAY TRAINING

During the 1994/1995 general negotiations, the parties agreed that Meter Readers, Field Services Representatives and Single Phase Testmen (field employees only) will be reimbursed for reasonable tuition costs for attending and satisfactorily completing pepper spray training. Such training will be arranged by the employee and will be taken on the employee's own time.

Employees who desire the pepper spray training will be reimbursed through the Company's Educational Assistance Program procedures. If the Educational Assistance Program is terminated, the Company will determine an alternate means to reimburse employees.

STEWARD TRAINING

SCE employees who are stewards for the first time are eligible under this letter to attend new steward training provided by Local 47.

The eligible employees may have one opportunity to use one day of normal time paid for by the Company to attend new steward training provided by Local 47. Any additional time or expenses for this training will not be paid by the Company.

The Company may participate for up to one (1) hour in this steward training provided by Local 47.

This Letter of Understanding is for the term of the current collective bargaining agreement only and may be extended beyond that date with the concurrence of both parties.

1994–1995 Negotiations

TROUBLEMAN

In conjunction with the 1994/1995 general negotiations, the parties agreed to the following Troubleman proposal.

I. Introduction

The Company and the Union endorse the creation of a one person Troubleman to perform the duties which had been performed by a service crew. Performing this work safely is of the utmost concern to the Company, the Union, and employees. Troublemans will be expected to work within the provisions of all applicable state and federal safety regulations, the Company's *Injury and Illness Prevention Manual*, and the applicable provisions of the collective bargaining agreement. The Troubleman has the discretion to request additional assistance or help if in his professional judgment the work cannot be performed safely or efficiently by one person. Only by performing work safely will the Company be able to achieve the goal of becoming more efficient, flexible, and responsive to our customers. Personal safety takes precedence over work.

II. Job Content

A. Safety

1. When the Troubleman is at the job site and in his professional judgment he believes the work cannot be performed safely by a single Troubleman, a second person will be provided.

2. Some of the factors which should be considered in determining whether work can be performed safely by one person are:

a. Working on a pole vs. a bucket.

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b. Working on primary vs. secondary energized equipment.

c. Climbing poles at night.

d. Weather conditions.

e. Terrain and traffic.

f. High risk job sites (e.g., hostile customer, high crime area, gang activity).

g. Equipment requirements.

B. The Troubleman will not be required to work alone under the following conditions:

From a Pole

1. Climbing at night above the secondary level.

2. Installing grounds on de-energized conductors 600 volts or above.

3. On energized equipment 21 kV or above.

4. With a "load buster."

Other Circumstances

1. Testing transformers 21 kV or above where current limiting devices are not available.

2. Replacing energized C.T.s and test blocks 300 volts or above.

3. On mid-span services from a ladder.

4. Energized primary switching in walk-in vaults.

5. Line patrol if it cannot be performed in accordance with applicable state and federal driving codes.

6. Installing or removing conductors across roads in traffic conditions .

7. On energized 6.6 amp street light conductors.

8. In high risk areas identified by local supervision in consultation with the Troublemán. (Information pertaining to areas identified as high risk will be updated and communicated as necessary.)

9. On energized CST or BURD equipment (excludes padmount equipment.)

10. On a pole or elevated position without a functioning radio or cellular phone.

C. The Troublemán will perform in a supervisory role while working with other employees, including other Troublemén.

D. Substation switching may continue consistent with existing practices.

III. Job Process

A. Vacancies

1. Vacancies for Troublemán will be bid by sector and primary work location for administrative purposes (*i.e.*, service centers) within each distribution operation zone.

2. Vacancies will be filled in accordance with Article VII.C.2 of the Agreement.

B. Job Site Reporting

1. A Troublemán may be required to report to any work location within his assigned sector within a 35-mile straight line radius from his primary work location.

2. A Troublemán may be required to take an assigned vehicle to his residence or to a location designated by the Company that is either (a) within his assigned sector within a 35-mile straight line radius from his primary work location or, (b) closer to the Troublemán's residence than his primary work location. When required to take his assigned vehicle

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home or to a location designated by the Company, a Troubleman will be paid key to key.

C. Overtime

1. Troublemens will be assigned the duty on a rotation basis within their sector and will be required to make reasonable efforts to report to the boundary of their sector in a time frame which under most circumstances should be within thirty minutes of notification .

2. The Company will make its best effort to first call the Troubleman assigned to the duty who is closest to the trouble.

3. Additional Troublemens will be called by the evergreen overtime list for their sectors, after all sector duty Troublemens have been called.

4. A Troubleman may be required to report to a work location within his sector.

5. Sector evergreen lists will be established.

6. Nothing in this agreement restricts the Company from assigning employees who are "on the clock" to work anywhere in their distribution operation zone.

D. Meals

When Troublemens are assigned the duty schedule (evenings, weekends and holidays) they will eat lunch on Company time.

E. Temporary Troubleman Assignments (Upgrades)

1. When the Company determines the need, temporary assignments will be filled by the senior, available Lineman/Splicer with the ability and qualifications.

2. To qualify for upgrade to Troubleman, a Lineman/Splicer must:

a. Meet the same reporting requirements as a Troubleman when assigned to the duty.

b. Have a minimum of two years journeyman experience.

c. Pass the required test.

3. During the initial establishment of the Troubleman classification, Lineman/Splicers who have a minimum of 8 months' experience on a service crew will be deemed qualified and will be given up to 12 months to pass the required test.

IV. Implementation

A. During the implementation phase, a Service Crew Foreman must elect to convert to Troubleman or Lineman/Splicer.

B. Troubleman

1. Any Service Crew Foreman may elect to remain at his current work location and begin working as a Troubleman.

2. Any Service Crew Foreman who wishes to fill a vacant Troubleman position at another location must submit his choices in order of preference with awards based on unit seniority.

3. Any Service Crew Foreman who converts to a Troubleman will receive \$750.

The remaining vacancies will be posted and awarded in accordance with Article VII.C.2 of the Agreement.

C. Lineman/Splicer

1. Any Service Crew Foreman who elects to be reclassified as a

Lineman/Splicer may do so at his current work location.

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2. Any reclassified Lineman/Splicer who wishes to fill a vacant Lineman/Splicer position at another location must submit his choices in order of preferences with awards based on unit seniority.

3. All reclassified Lineman/Splicers will be "red circled" at their previous rate of pay for up to one year.

D. The conversion process will be completed on paper before employees report to their new work locations.

V. Troubleman Review Committee

A. A committee comprised of management employees and one Troubleman per distribution operations zone and one Troubleman representing the independent districts will be established to discuss work practices, safety (including high risk areas), productivity, and quality service.

B. The Company will submit a list of names of Troublemans from which the Union may select. A union representative may participate in these meetings.

C. The committee will meet on a quarterly basis on Company time at the time and location specified by the Company.

D. This committee will develop recommendations for work enhancements, but will not set policy or reach agreements which require negotiations between the parties.

E. This committee will remain in place for 12 months following implementation, but may be extended by mutual agreement.

Additional references Art. VII.A, IX.I, XIV.B and IX.B

June 29, 2001

**PART TIME METER READERS
SENIORITY AGREEMENT**

As we have discussed, the situation currently exists where Part Time Meter Readers do not acquire working unit seniority for their time of service spent as Part Time employees with the Company. To provide an equitable solution to this situation, the parties have agreed to the following:

The application of granting working unit seniority for time spent as a Part Time Meter Reader will be in accordance with Article VII K.2 of the Collective Bargaining Agreement. Current Regular Represented employees will be credited with additional working unit seniority for their time spent as Part Time Meter Reader. This time will be based on the length of time between the Part Time employee's hire date and his/her date of conversion to a Regular Full Time employee, not to exceed 12 months. The parties agree to establish 1-1-95 as the effective date for this change. Current employees who were Part Time Meter Readers will be credited with working unit seniority as described above.

Any Part Time Meter Reader who accepts a Regular Meter Reader position subsequent to the date of this Agreement will be credited for their time worked as a Part Time Meter Reader for purposes of working unit seniority, as described above.

The parties further agree to implement these changes as soon as possible, but with the understanding that the review of employee work histories will take a substantial period of time to complete. It is anticipated that this review and any subsequent changes to affected employees work histories will be completed between now and September 30, 2001. If the review is completed prior

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to September 30, 2001, the Company will notify the Union and a date will be agreed upon to implement the seniority changes. No working unit seniority will be awarded as part of this Agreement until the review process has been completed and the Union informed of such.

LOCAL 47, IBEW, AFL-CIO

/s/ Donald Holler
Senior Assistant Business Manager
Dated: June 29, 2001

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ Douglas M. DeDea
Manager, Labor Relations
Dated: June 29, 2001

June 29, 2001

**PART TIME METER READERS
TRANSFER PROCESS**

As we have discussed, the situation currently exists where Part Time Meter Readers do not acquire working unit seniority for their time of service spent as Part Time employees with the Company. Subsequently, Part Time Meter Readers do not have a mechanism in place to acquire Full Time Meter Reading positions in a district other than the one they are currently working in without terminating from the Company and reapplying for a Full Time position. To provide an equitable solution to this situation, the parties have agreed to the following:

Future Full Time Meter Reader openings will be filled under the following process:

1. Full Time transfers into the work location.
2. Part Time Meter Reader's currently working and meeting standards with a transfer to the work location where the Full Time Meter Reading position is open.
3. Temporary Meter Reader currently working and meeting standards at the work location where the Full Time Meter Reading position is open.
4. Hire from the street.

Likewise, the movement of a Part Time Meter Reader to a Part Time Meter Reader opening will be covered under the process listed below.

1. Full Time transfers into Part Time positions in the work location.
2. Part Time Meter Reader's currently working and meeting standards with a transfer to the work location where the Part Time Meter Reading position is open.

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3. Temporary Meter Reader currently working and meeting standards at the work location where the Part Time Meter Reading position is open.

4. Hire from the street.

The selection of Part Time Meter Readers will be based upon their satisfactorily meeting standards and by their date of hire as a Part Time Meter Reader. The earliest date of hire as a Part Timer will be given preference in accepting Full Time Meter Reader positions.

This Agreement will supersede and take precedent over the June 15, 2001, agreement titled Part Time Meter Readers Seniority Agreement.

LOCAL 47, IBEW, AFL-CIO

/s/ Donald Holler
Senior Assistant Business Manager
Dated: June 29, 2001

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ Douglas M. DeDea
Manager, Labor Relations
Dated: June 29, 2001

February 19, 2012

**PILOT PROGRAM FOR BARGAINING UNIT
TRAINING FOREMAN**

As described in this letter of understanding, the Company and the Union have reached agreement in creating a pilot program to test the concept of utilizing bargaining unit foreman on the Apprentice Lineman training crews. The term of this pilot program will be for 12 months commencing with the signing of this Agreement. If it is determined that after the initial 12-month Pilot Program that the Company desires to continue forward with his concept, this Agreement will be ongoing with either party having the ability to cancel the Agreement by providing the other party 60-day written notice of their intent. The parties will also utilize the Joint Apprentice Lineman Committee to discuss the effectiveness of this program.

Currently the Training School at Chino has eight established training crews, which perform work to provide experience to Apprentice Lineman in all aspects of line work. This Pilot Program Agreement provides that the Company will create and establish the IBEW represented classification of Training Foreman to supervise the training crews. The Training Foreman classification will be an Exhibit E position, with a pay rate 5% above the Electrical Crew Foreman classification.

The Company will establish the Foreman's reporting locations, which will be reviewed, on an ongoing basis and be subject to change.

In the absence of a Training Foreman, the senior qualified journeyman at the work location that the crew is working in will be offered the upgrade.

Crew size will be limited to no more than six apprentices on a single Training Crew.

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The intent of this program is to provide developmental opportunities to the Training Foreman as well as provide guidance and direction to the apprentices. If the pilot program is determined to be successful at the end of one year, Training Foreman positions will be subject to re-posting annually based upon need. Existing Training Foreman will have the right to reapply for these openings. If current Electrical Crew Foremen are awarded the training opportunity, the vacancy created will be filled by shadow or upgrade as necessary, until they return from the Training Foreman position.

The initial openings created by this Pilot Program will first be offered to the existing Training Supervisors prior to posting the openings. If the need should arise to reduce or eliminate any of the Training Foremen or any the Training Foremen positions, the affected Training Foreman will be returned to the job classification last held without the use of the Reduction in Force procedure being enacted. If a Training Foreman's work location is relocated, the option will be provided to the affected Training Foreman to either accept the new work location or be returned to the job classification last held without the use of the Reduction in Force procedure being enacted. Without precedence, bids for the training jobs will be posted in both the Transmission and Distribution Business Units.

As a pilot program this Agreement is meant to explore the value of a Bargaining Unit supervisor in a training role. The primary measure of success is to produce quality Apprentice Lineman. Another measure of the success of the program will be the safety performance of the crews. At the conclusion of the 12-month program, a review of all accidents on training crews will be done to assess the manner in which the pilot program has performed in safety.

Additionally, a study will be performed to assess the effectiveness of the training environment provided by the new training crews.

The Company and Union agree to meet as necessary to discuss issues of concern evolving from this Agreement. This Training Foreman Pilot Program Agreement is entered into with the understanding of both parties that it is without prejudice nor does it establish precedence to either party's position on any issue discussed in this Agreement now or in the future.

LOCAL 47, IBEW, AFL-CIO

/s/ Pat Lavin
Business Manager
Dated: February 19, 2002

/s/ Randy Heldoorn
Assistant Business Manager
Dated: February 19, 2002

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ Douglas M. DeDea
Manager, Labor Relations
Dated: February 19, 2002

Appendix

Q&As TRAINING FOREMAN PILOT PROGRAM

Question: Will the Training Foreman classification be required to work overtime?

Answer: As part of the responsibilities of the Training Foreman classification, there is an expectation that the record keeping aspects of the position will necessitate the Training Foreman to be provided by management 30 minutes of overtime. This overtime would be available on workdays that the Training Foreman is working with the crew in the field and would be utilized to complete the required documentation pertaining to the Training crews.

Question: Will there be other Overtime opportunities for the Training Foreman to work? What evergreen list will they be on?

Answer: Training Foremen will not reside on any overtime list. The Training Foreman will be considered for overtime opportunities in the work location that they are reporting to after the work location's evergreen list has been exhausted. When overtime is available it will be offered to the Training Foreman in accordance with the overtime provisions in the Collective Bargaining Agreement.

Question: What is the maximum crew size if they are performing energized work?

Answer: If the Training crew is performing energized work, the size limitation of the crew will be determined by the voltage level that the crew is working on. The Power Delivery Policy/Procedure Book, the Collective Bargaining Agreement and the SCE Accident Prevention Manual will be used for appropriate manning levels for the Training crew size. Additionally, appropriate consideration will be given to the apprentice's level of skill and knowledge as well

as the established work limitations of such apprentice's placement within the step progression.

Question: How long may an upgrade be utilized behind an E Crew Foreman who takes a Training Crew Foreman position?

Answer: The upgrade may remain in place for as long as the E Crew Foreman remains in the Training Foreman position, or until management posts the position.

Question: If I become a Training Foreman and the Company decides to move my existing reporting location, do I have a choice to move or return to my previously held position in the bargaining unit?

Answer: If the decision is made to relocate the reporting location of the Training Foreman, the existing Training Foreman will be eligible to continue in the position at the new location. Otherwise, the Training Foreman would return to their last held bargaining unit position.

Question: Can the Company add or eliminate Training crews without negotiating such changes with the Union?

Answer: Under the terms of the Agreement, the Company can increase or decrease the number of Training crews utilized to meet their training requirements without negotiating such changes with the Union.

Question: Where are the reporting locations that the Company will be establishing the Training Foreman at?

Answer: The Company anticipates establishing initial reporting locations in Ontario, Thousand Oaks, Dominguez Hills, Santa Ana, San Joaquin, South Bay, San Jacinto and Covina.

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Question: Will the Training Foreman be expected to Job Site Report?

Answer: Yes. The Job Site Reporting and Temporary Base procedures contained within the Collective Bargaining Agreement will continue to be utilized for this Agreement.

Question: If an E Crew Foreman has one or more Apprentice Lineman on his crew, does he receive the Training Foreman rate of pay?

Answer: No. Only the Training Foreman classification and the appropriate upgrades to the classification receive the increased rate of pay. Having Apprentice Lineman on a regular E Crew does not qualify for a change in the E Crew Foreman's rate of pay.

Question: Can a Training Foreman elect to opt out of the Training Foreman position and return to their previously held position in the bargaining unit?

Answer: Yes.

April 4, 2003

**REVISION TO THE
GROUNDMAN "A" AGREEMENT**

This Agreement will supersede and take precedent over the original Agreement for Groundman "A" classification dated September 28, 2001. As described in that letter of understanding, the Company and the Union reached an agreement to create the Groundman "A" classification, eliminating the Apprentice In Training job classification and returning to the 3-year Lineman Apprentice program. The reason for this change is to provide an improved career path for our employees and IBEW members, which will also support the Company and Unions mutual objectives. It should be recognized that the job description of the Groundman "A" and the Groundman classification would be the same as the job description of the existing Groundman classification.

The Groundman "A" classification will be filled with employees whose intentions are to promote into Apprentice Lineman. The existing Groundman classification will be considered as a long term or career Groundman position. Employees in this classification will not be able to bid Apprentice Lineman positions, which constitutes the only change in the existing Groundman classification. The Company will determine the type and quantity of Groundman and Groundman "A" positions that will be filled and maintained. Both the Groundman and Groundman "A" classification will be maintained on the same evergreen list.

The prerequisite for an employee to sign a transfer into Groundman "A" position will be to have successfully completed the Groundman Aptitude Examination and the Introduction To Climbing Class. After being awarded the Groundman "A" position, the

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employee will be required to successfully complete the Groundman Training Program. If in future, the "drop out" rate from the Apprentice Lineman classification is determined to be unacceptable due to failure of Apprentices to complete the Climbing School Certification program, the parties agree to discuss necessary changes to the entry requirements of the classification, including requiring satisfactorily completion of the Climbing School Certification program prior to being considered qualified to sign an Apprentice Lineman bid. It is also further agreed, that both parties commit to meet and discuss issues of interest raised by either party, which may occur in the future, relative to this Agreement.

Employees who enter into a Groundman "A" position will be eligible to bid Apprentice Lineman positions after 6 months of Groundman experience is completed, provided they have completed the Groundman Training Program. Groundman "A" will also have assignability as an Apprentice Lineman to other work locations located within a 35-mile straight-line radius of their Groundman "A" work location. When an Apprentice Lineman position is posted the most senior qualified bidder (with at least 6 months of Groundman experience), will be offered the position. All qualified Groundman "A" at the location of the Apprentice Lineman vacancy(s) are required to sign the bid posting. If there are no qualified Groundman "A" at the bid location, and no other Groundman "A" sign the bid posting, the senior qualified Groundman "A" within the assignability radius of the vacant bid posting location will be assigned the position. The assignability provision described in this Agreement pertains solely to the Groundman "A" classification, and has no effect on any other assignability applications outside of this Agreement.

If in either case the senior qualified Groundman "A" decides not to accept the position offered, they will be removed from the Groundman "A" classification and be required to find another position per Article VII B of the Collective Bargaining Agreement. The vacancy will be offered to the remaining qualified employees until the vacancy is filled. If within 30 days of the Apprentice Lineman vacancy being filled an employee "drops out" of the Apprentice Lineman classification, the original bid posting can be utilized to fill the vacancy created by the "drop out" without the need to re-post the opening. This type of vacancy will be filled in the same manner as described above for regular job bids.

The Groundman classification will not be permitted to bid on Apprentice Lineman openings. Groundman and other employees may transfer into Groundman "A" openings. Employees who bid/transfer into the Groundman "A" classification will be required to successfully complete the prerequisites for the classification as provided above.

Effective April 1, 2003, Apprentice Lineman, during their first year (which includes 1st and 2nd step), will be allowed to change locations one time through the bid process provided they were assigned to a location (under the assignability clause of the Agreement). Such Apprentices will be given preferential bid rights to the location of their choice. Existing Apprentice Lineman prior to April 1, 2003, will continue to be able to change locations as provided in the original Agreement. They will remain at the same step in the Apprentice progression when such a bid is awarded. Bids may only be signed within the employee's working unit. Any Apprentice Lineman signing a bid under this Agreement will be given priority over Groundman "A" and the bid will be awarded to the most senior employee.

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Qualified Distribution Groundman "A"s will be considered eligible to bid Apprentice Lineman openings within the Distribution and Transmission/Substation work units. Jobs will first be awarded to qualified employees within the Transmission Work Unit. Once all qualified bidders and Groundman "A" who are assignable within the Transmission Work Unit are exhausted, qualified Distribution bids will then be considered. No Groundman "A"s will be forced to fill open Apprentice Lineman positions outside of their working unit.

Employees who are currently working as Apprentices In Training at the 2nd step of the wage progression will be placed into the Apprentice Lineman classification at the 1st step. Those employees in the Apprentice In Training classification at the 1st step of the wage progression will be placed the Groundman "A" classification at the 4th step of the progression. The wages for the Groundman "A" and the Groundman classification will be identical to the current wage progression of the existing Groundman classification as provided in Exhibit A of the Collective Bargaining Agreement.

LOCAL 47, IBEW, AFL-CIO

/s/ Randy Heldoorn
Assistant Business Manager
Dated: April 4, 2003

SOUTHERN CALIFORNIA EDISON COMPANY

/s/ Douglas M. DeDea
Manager, Labor Relations
Dated: April 4, 2003

November 17, 2003

**SUBSTATION ELECTRICIAN
NEGOTIATIONS AGREEMENT**

**Mr. Mike Moore
600 N. Diamond Bar Blvd.
Diamond Bar, CA 91765**

Re: Substation Electrician Agreement

Dear Mike:

The following serves as documentation of the Agreement between the Union and the Company pertaining to the Substation Electrician classification.

The objective of this Agreement is to provide for changes to the Substation Electrician classification to include the testing of power transformers and other equipment to avoid costly and catastrophic failures. The Company and Union believe that this will improve the retention and attraction of skilled electricians, while adding the training required to perform the additional work as part of the ongoing apprentice training.

Scope of Agreement:

Increase the scope of the Substation Electrician classification duties to include the testing of power transformers and other equipment such as, lightning arrestors and circuit breakers. See attached job description.

Create a separate classification of Substation Electrician, and Apprentice, Substation Electrician.

Increase the rate of pay by 4.85% for the Substation Electrician classification. The new rate will be \$30.859/hr.

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Increase the 5th and 6th step of the Apprentice, Substation Electrician by 4.85%.

Changes in the rate of pay to the Substation Electricians and the Apprentice, Substation Electrician classifications will be effective 9-22-03.

Amend the existing Collective Bargaining Agreement, Letter of Agreement (Page 15 of the Appendix), to provide for entrants into the Test Tech classification to be placed at the 5th step of the progression, and remain at the 5th step for a period of 18 months following which they will progress, if qualified, to the next step.

If you are in agreement with the above, please sign in the space provided and return a copy of the document to my office.

Very truly yours,

**Douglas M. DeDea
Manager, Labor Relations Department
Southern California Edison Company**

IN AGREEMENT:

**Mike Moore
Senior Assistant Business Manager
IBEW Local 47**

Dated: _____

March 16, 2006

**T & D BUSINESS UNIT
ELECTRICAL SYSTEM INSPECTOR
SECTION "M"
AGREEMENT BETWEEN
SOUTHERN CALIFORNIA EDISON COMPANY
AND LOCAL 47, IBEW**

— DRAFT —

T & D Business Unit and representatives of Local 47, IBEW have come to an agreement regarding the following job classification: Electrical System Inspector, Occupational Code E 9803. Attached are Q & A's and Job Specifications and Duties

TERMS OF AGREEMENT

Paragraph M for Electrical System Inspector (ESI)

The Overhead Detail Inspection agreement is to require testing for new hire positions, no longer considering it an entry level. Also expand and clearly define the ESI scope of job responsibilities for two new steps, (5 & 6). Expanded job duties would include training lower step ESIs and performing quality control (QC) inspections in any SCE area. Steps 5 & 6 will have pay increases based on performance and time. Steps 1 through 4 will have no pay change.

Step 4 Personnel must promote, transfer or terminate.

Step 5 Must meet the Standard of Performance production and quality requirements for 6 consecutive months for advancement.

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They must also qualify to train new hire ESIs which will be documented with a New Hire Checklist.

Step 6 Must meet the Standard of Performance production & quality requirements for 9 consecutive months for advancement.

They shall meet the requirements for Step 5 and score at least 75% on a QC calibration exercise.

Pay Increase —

5th step \$24.161 (8.5%)

6th step \$26.215 (8.5%)

Further, upon ratification the Company will retro the pay to January 1, 2006, and gives credit to those who meet the standards noted in Step 5.

LOCAL 47, IBEW, AFL-CIO

**Pat Lavin
Business Manager
Dated: March 20, 2006**

**Michael Moore
Assistant Business Manager
Dated: March 20, 2006**

**Hank Colt
Assistant Business Manager
Dated: March 20, 2006**

**Jim Keman
Assistant Business Manager
Dated: March 20, 2006**

Jeraldo Lopez
Committee Member
Dated: March 20, 2006

Ron Fox
Committee Member
Dated: March 20, 2006

SOUTHERN CALIFORNIA EDISON COMPANY

Stephen Roth
T&D Manager
Dated: March 20, 2006

Doug DeDea
Labor Relations Manager
Dated: March 20, 2006

Michael Mehler
Labor Relations Consultant
Dated: March 20, 2006

Oscar Martinez
T&D Supervisor
Dated: March 20, 2006

JOB SPECIFICATION

Job Title: INSPECTOR, ELECTRICAL SYSTEM

Code: 9803

Department: Construction Support

Division: TDBU Power Delivery

INDICATIVE DUTIES:

Electrical System Inspectors work alone to identify G.O. 95 and G.O. 128 Infractions, safety deficiencies, environmental and reliability hazards, and wood pole integrity to ensure compliance with federal, state, and Company rules and regulations. Electrical System Inspectors perform minor mechanical repairs on poles and related structures. Electrical System Inspectors identify condition ratings and priority for repair. Electrical System Inspectors are qualified to perform annual patrols on overhead circuitry and at ground level. Electrical System inspectors use standards and judgment to prioritize repairs and corrective actions. ESIs reconcile differences between actual field conditions, maps, and databases. ESIs use computer methods to record data validation, asset correction, work performed, and repairs needed. ESIs also perform similar related duties as required.

QUALIFICATIONS:

Knowledge of: Territory and location of streets and poles within districts. Equipment, hand, and power tools and techniques used in performing electrical system inspections and minor repairs. Basic electricity distribution principles. Thorough knowledge of Company work rules, regulations

and policies, construction methods, procedures, and standards.

Ability to: Obtain and maintain a Class C Driver's License. Ad here to traffic safety laws when navigating the vehicle, parking the vehicle, and inspecting sites. Use necessary hand or power tools required to perform pole intrusive and non-intrusive inspections and minor repairs. Visually inspect (with or without binoculars) poles and equipment. Use laptop computer and SCE e-mail and wireless systems. Hammer nails and staples into wooden poles. Drills and install screws on fire-wrapped poles. Walk up to .5 miles. Use computer software to accurately enter data. Maintain amicable customer relationships through incidental customer contact.

The knowledge, skills, and abilities required for this job are comparable to those acquired through a high school education, supplemented by technical study and training to identify electrical system infractions, hazards, and deficiencies.

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April 20, 2006

Mr. Mike Moore
600 N. Diamond Bar Blvd.
Diamond Bar, CA 91765

Re: Mapping Technician Revision "Pilot Program"

Dear Mike:

The following represents the agreement the Company and Union have reached regarding the changes in the Company's ability to fill the Mapping Technician position without the need for an employee to be an incumbent, or have previously held the position or have been a DA1 Who has passed the required promotional test. This letter will serve as documentation of this agreement.

In an effort to provide career opportunities and advancement, the party's have agreed to revise the requirements as provided for in the April 17, 2002 Clerical Classification Agreement which required the Company to fill the Assistant Mapping Technician position if there were no qualified candidates for the Mapping Technician opening. Effective upon the Agreement date, the Company will now be able to fill the Mapping Technician classification through the bidding and transfer procedure, without the above listed limitations. Additionally, a fifth step will be added to the wage progression for the classification. This new wage progression will mirror the existing step progression already in place for the Construction/Maintenance Accountant classification.

All incumbents in the Mapping Technician classification as of the date of this Agreement will be provided preferential bid rights to any posted

Mapping Technician openings prior to the Company considering any other non incumbent bids or transfers.

This Agreement will be an on-going Pilot Program which will remain in effect without limitation and will be cancelable by either party by providing 30 days written notice the other party of such notice of cancellation. The negotiated rate of pay as stated above will remain in effect upon such cancellation. If you are in agreement with the above, please sign in the space provided and return one copy to my office.

Very truly yours,

**Douglas M. DeDea
Manager, Labor Relations Department
Southern California Edison Company**

IN AGREEMENT:

**/s/ Mike Moore
Senior Assistant Business Manager
IBEW Local 4
Dated: April 27, 2006**